3d
WEEKLY
MARCH 24, 1945

Nursing times

CONTENTS

Pension Scheme
Women in War
"Old Serum"
College is Doing
Brief
Sent Us
Reviews
Aspects of Journal Nursing
of the Rush-and Taylor Joint Section Sub-
Correspondence
College of Nursing News
C.M.B. Questions

VITAMIN D . . . HOW MUCH?

● The British Paediatric Association suggests 700 international units of vitamin D daily as a prophylactic routine against rickets, and double that for prematures. The B.P. official prophylactic dose is 1000 to 2000 units.

'Ostelin' Liquid provides a convenient and economical means of giving vitamin D. The ½ oz. size will appeal to mothers. 4 drops (800 units) daily, provide the recommended dosage both for the child and the mother. More than that should only be given under medical direction.

OSTELIN
LIQUID

PRODUCT OF THE GLAXO LABORATORIES

GLAXO LABORATORIES LTD., GREENFORD, MIDDX. BYRon 3434

Registered as a Newspaper
VOL. XLI. No. 12

Journal of the Royal College of Nursing

Heartburn, often a distressing accompaniment of pregnancy, quickly responds to 'BiSoDoL'. This well-balanced antacid-digestant assists in the assimilation of the prescribed dietary by means of the enzymes — papain and diastase; whilst any tendency to constipation which may be encountered at this period is relieved by its mildly aperient action.

'BiSoDoL' is flavoured with peppermint and is readily miscible with milk or water.

BiSoDoL

BiSoDoL LIMITED, 12, CHENIES STREET, LONDON, W.C.1

BIOLOGICAL MBL PREPARATIONS

ANTIPEOL CUTANEOUS VACCINE OINTMENT

contains sterile vaccine filtrates (antivirus) of all the common strains of STAPHYLOCOCCI, STREPTOCOCCI and B. PYOCYANEUS in a lanoline-zinc-ichthyol base.

INDICATIONS: Abscesses, boils, burns, eczema, ulcers, haemorrhoids impetigo, sycosis wounds, and all inflammatory cutaneous infections, ANTIPEOL LIQUID for infections of the ear, septic cavities and suppurating wounds.

OPHTHALMO-ANTIPEOL

contains in semi-fluid base, the sterile vaccine filtrates of STAPHYLOCOCCI, STREPTOCOCCI, B. PYOCYNEUS, PNUEMOCOCCI FRAENKEL and GONOCOCCI.

INDICATIONS: Conjunctivitis, blepharitis, keratitis, dacriotystitis, and all inflammatory conditions and lesions of the eye.

RHINO-ANTIPEOL

nasal immunising cream, contains Antipeol Liquid and the antivirus of PNEUMOCOCCI, PNEUMO-BACILLI, ENTEROCOCCI, M. CATARRHALIS, B. PFEIFFER, and calmative and decongestive ingredients.

INDICATIONS: Coryza, rhinitis, hay fever, catarrh, influenza, common cold and other naso- pharyngeal infections.

ENTEROFAGOS

Polyvalent bacteriophages specific against 144 strains of micro-organisms common to infections of the gastro-intestinal tract, kidneys and bladder RAPIDLY EFFECTIVE RESULTS in enteritis, dysentery, colitis, diarrhoeas, B. coli infections, typhoid and paratyphoid fevers and other intestinal and para-intestinal infections.

DETENSYL

vegeto-polyhormonic hypotensor, for gentle and regular reduction of arterial tension

INDICATIONS: High blood pressure, arterio-sclerosis, arthritis, palpitation ocular and auditory troubles of hypertension. No contra-indications

CLINICAL SAMPLES AND LITERATURE FROM

MEDICO-BIOLOGICAL LABORATORIES LTD., South Norwood, LONDON, S.E.25

NOTICE TO ADVERTISERS

The attention of advertisers is drawn to the two headings under which nursing announcements are now published. Kindly state when submitting an advertisement for persons between the age of 18 and 40 inclusive, that a permit has been obtained from the Ministry of Labour.

OFFICIAL ANNOUNCEMENT

14/- per inch; minimum charge 10/-

THE ROYAL COLLEGE OF NURSING ELLEN SARAH FOUNTAIN GRANT

The Council of the Royal College of Nursing will consider applications for the above grant of the value of £10, to be expended on some form of post-graduate study.

The grant is available to any nurse who is a member of the Royal College of Nursing and who be trained at one of the following hospitals:—

BROMPTON HOSPITAL FOR CONSUMPTION AND DISEASES OF THE CHEST, S.W.3.

LAMBETH HOSPITAL, S.E.11.

SEAMEN'S HOSPITAL, GREENWICH, S.E.10.

The successful applicant will be asked to submit a statement showing how the grant has been expended at the end of the course undertaken.

Application forms may be obtained from the Director in the Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1. (12)

KING'S COLLEGE OF HOUSEHOLD AND SOCIAL SCIENCE (UNIVERSITY OF LONDON),

c/o University College, Leicester

SISTER TUTORS' COURSE

A **Scholarship** of £60 for Trained Nurses wishing to take the Sister Tutors' Course in the session 1945/46 will be awarded on the results of an examination to be held on May 24th, 1945.

For particulars apply to the Secretary at the above address. (419/32)

NATIONAL SOCIETY OF CHILDREN'S NURSERIES

Applications are invited for the post of **Technical Adviser** to the above Society. Salary according to experience. Travelling and other expenses are paid. Applications, stating age, training and nursery experience etc., accompanied by copies of three testimonials should be sent to Hon. Secretary, National Society of Children's Nurseries, 117, Piccadilly, London, W.1. (2084N)

COUNCIL FOR THE PROVISION OF REST-BREAKS HOUSES FOR NURSES AND MIDWIVES

Nurses and Midwives in need of rest breaks can find peace and comfort at the

BEDFORD HOTEL, BUXTON,

which is run free from regulations. The scheme has been made possible through the British War Relief Society of the U.S.A. Application to the Secretary of the Council (G), 170, Windsor House, 46, Victoria Street, London, S.W.1. (413/31)

TRAINING AND LECTURE COURSES

ROYAL COLLEGE OF NURSING

Courses for trained nurses in preparation for:—

Health visiting, Six months. Approved by the Ministry of Health.

Industrial Nursing 3 months. Ministry of Labour grants available for six weeks courses; applications considered up to approximately 4 weeks of starting date. Students must be 27 years of age or over.

Part-time courses for nurses employed in industry probably starting London and Liverpool, May 1st, Newcastle, May 8th, Nottingham, May 15th.

Industrial Nursing week-end course, May 25th to 28th May, London.

Refresher week for Sisters-in-Charge in Industry, June 25th to 30th, London.

Sister Tutors. One year whole-time.

Dietitians. Eighteen months whole-time.

Diploma in Nursing. University of London. Two years. Tuesdays and Thursdays.

Nurse Administrators. 10 months whole-time.

Apply to the Director, Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1. (1700)

NATIONAL HEALTH SOCIETY

HEALTH VISITORS

Training Course for **Health Visitors, etc.,** in preparation for Examination approved by the Ministry of Health.

For particulars apply to Secretary, National Health Society, 90, Buckingham Palace Road, (419/6P)

CITY OF MANCHESTER

PUBLIC HEALTH DEPARTMENT

Twelve Student Health Visitors are required for the training course for Health Visitors arranged by the College of Technology in co-operation with this department, which begins on Monday, October 8th, 1945.

Applicants should not be more than 35 years of age, and must be State Registered Nurses on the General or Sick Children's part of the Register. They must hold the Certificate of the Central Midwives Board or have successfully completed Part I of the Central Midwives Board Course of training.

The appointment will be for one year but the selected candidates will be required to sign an agreement that they will remain in the service of the Corporation for 18 months if required.

The first 6 months will be devoted to training in preparation for the Health Visitor's examination of the Royal Sanitary Institute, and the remainder of the period of employment to work in the Maternity and Child Welfare Department.

The remuneration for the first 12 months will be at the rate of half the commencing salary for health visitors, namely, £135 per annum. If the services of the candidate are retained for a further six months and subject to the Health Visitor's Certificate being obtained, the salary will be increased to the full rate of £270 per annum for that period.

Applications must be made on the special form supplied on request and, accompanied by copies of three recent testimonials, should be sent to the Medical Officer of Health, Public Health Department, Town Hall, Manchester, 2, not later than Monday, April 9th, 1945, endorsed "Student Health Visitor."

Canvassing in any form, oral or written, direct or indirect, is prohibited.

Town Hall, PHILIP B. DINGLE,
Manchester. Town Clerk.
March 7th, 1945. (1958)

WORCESTERSHIRE COUNTY COUNCIL

HEALTH VISITORS AND TRAINING COURSES

Applications are invited for two Scholarships for the pupil Health Visitors Course in September, 1945.

Applicants must be fully trained Nurses holding the Central Midwives Board Certificate or have taken Part I of the training Course.

The selected pupils will receive an initial grant of £100, but £40 will be repayable over a period of two years during which the Health Visitor would undertake to continue in the employment of this Local Authority.

Applicants must produce evidence of satisfactory health and shall not have attained the age of 35 years.

Candidates will require to satisfy the University of Bristol as to general educational standard.

Further information may be obtained from the County Medical Officer, County Buildings, Worcester.

W. R. SCURFIELD,
Clerk of the County Council
(1789)

THE MOTHERCRAFT TRAINING SOCIETY

Post-Graduate Course in Mothercraft for Trained Nurses and Midwives. Course for untrained girls, 1-2 years. Truby King methods. Training School evacuated.

Combined Course for Health Visitors with the College of Nursing.

For particulars apply Nursing Director, Cromwell House, Highgate Hill, London, N.6. (419/29P)

CHESHIRE COUNTY NURSING ASSOCIATION

Midwifery and Queen's District Training offered to State-registered Nurses willing to undertake District Nursing (Midwifery and General) after training. Application for Part 2 training also invited.

Queen's Training also offered to nurses who are State-registered and S.C.M. who are willing to undertake above service after training.

For further particulars apply: County Superintendent, Hartford, Northwich, Cheshire. (1797)

Full information on

TRAINING FOR THE NURSING PROFESSION

and individual advice given by the

Nursing Recruitment Service,

(King Edward's Hospital Fund)

21, Cavendish Square, W.1. (Langham 4382-3)

The Secretary welcomes enquiries from girls interested in a nursing career. Interviews arranged by appointment. (419/33)

COUNTY BOROUGH OF BRIGHTON

PUBLIC HEALTH DEPARTMENT

Applications are invited for the post of **Domiciliary Municipal Midwife** to fill a vacancy in the Municipal Midwifery Service. The person appointed will be required to devote her whole time to the service and to reside within the district allotted to her.

Commencing salary at a point according to service within the scale recommended in the Report of the Midwives' Salaries Committee (Rushcliffe) viz., if S.C.M. and S.R.N., £270 per annum rising annually by £10 to £360; or if S.C.M. only, £250 per annum rising annually by £10 to £350; together with the recommended allowances and conditions.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and to the selected candidate passing a satisfactory medical examination.

Further particulars of the appointment and form of application may be obtained from the undersigned, to whom applications should be sent not later than 9th April, 1945.

RUTHERFORD CRAMB,
Medical Officer of Health.
Royal York Buildings,
Brighton, 1. March, 1945. (1913N)

BOROUGH OF EALING

HEALTH VISITOR AND SCHOOL NURSE

The Council invites applications for the position of **Health Visitor** (temporary) and for the position of **School Nurse** (temporary). Applicants must possess a certificate of three years' training at a general hospital or full training in a children's hospital. In addition, applicants must possess the Health Visitor's Certificate issued by the Royal Sanitary Institute or the diploma issued under the Board of Education (Health Visitors' Training) Regulations, 1919. Salary and conditions in accordance with the Rushcliffe scale.

Copies of the application form and terms of appointment can be obtained from Dr. Thomas Orr, Medical Officer of Health, Town Hall, Ealing, W.5, to whom applications accompanied by copies of not more than three recent testimonials, must be delivered not later than March 22nd, 1945.

Town Hall, R. H. WANKLYN,
Ealing, W.5. Town Clerk.
(1770N)

CITY AND COUNTY OF NEWCASTLE-UPON-TYNE

APPOINTMENT OF HEALTH VISITOR

Applications are invited from General Trained Nurses holding the Central Midwives' Board Certificate and possessing the Health Visitor's Certificate of the Royal Sanitary Institute. Salary £270 per annum, rising by annual increments of £10 to £360 per annum, together with an allowance of £12 per annum for uniform.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass the necessary medical examination.

Application forms, which may be obtained from the Medical Officer of Health, Town Hall, Newcastle-upon-Tyne, 1, must be completed and returned not later than April 7th, 1945. (1956N)

GLOUCESTERSHIRE—HEALTH VISITOR

In view of further developments in Health Visiting the Gloucestershire County Council invite applications for the appointment of Health Visitors. Two of the areas are adjacent and would permit two Health Visitors to reside together. The duties will include health visiting, school nursing, tuberculosis visiting and allied work.

Salary (£270×£10 to £360), and conditions of Service according to Rushcliffe Report plus £20 for subsistence, and travelling expenses in accordance with the County Scale.

Candidates must be general trained nurses possessing the C.M.B. Certificate and must either have held, prior to April 1st, 1930, the appointment of Health Visitor with the approval of the Ministry of Health, or have obtained the Health Visitor's Certificate under the conditions approved by the Minister, or the Diploma issued under the Board of Education (Health Visitor Training) Regulations, 1919. Preference will be given to candidates who have had previous experience of health visiting and school nursing duties.

The appointment will be subject to Local Government Superannuation Act, 1937, and the successful candidate must pass a satisfactory medical examination.

Forms of application and particulars of duties can be obtained from County Medical Officer of Health, Langham House, 18, Berkeley Street, Gloucester, and completed and returned by April 14th, 1945. Canvassing will disqualify.

Shire Hall, GUY H. DAVIS,
Gloucester. Clerk of the County Council.
(1850N)

IMPORTANT NOTICE

Owing to the Easter Holiday, next week's issue of the 'Nursing Times' will go to press a day earlier than usual. Advertisements for this issue (dated March 31) should, therefore, reach us by first post, Tuesday, March 27

ISLE OF WIGHT COUNTY NURSING ASSOCIATION

HEALTH VISITORS TRAINING

Financial assistance will be given in conjunction with the Isle of Wight Education Committee to Queen's Nurse-Midwives who wish to take the above course. In return two years' work under the Association will be required, and part of this may be arranged before the course is taken. Nurse-Midwives resident in the Island who are willing to become Queen's Nurses will be considered. Applicants must be State Certified Midwives and not more than 37 years of age. Salary during the two years will be according to the Rushcliffe Scale.

Application should be made to the County Nursing Superintendent, Holborn, Nodgham Lane, Carisbrooke, I.O.W. (1472P)

UNIVERSITY OF BIRMINGHAM AND CITY OF BIRMINGHAM PUBLIC HEALTH DEPARTMENT FOR STUDENT HEALTH VISITORS

September, 1945-1946

Applications are invited from State-registered General Trained Nurses between 25 and 34 years of age, holding the certificate of the Central Midwives' Board or the 1st Certificate under the new C.M.B. rules. Successful candidates will be required to pass a medical examination.

The engagement will be for 12 months and will comprise seven months' training for the Health Visitors' Certificate and five months' work in the Public Health Department. Payment at the rate of £135 per annum, plus £6 uniform allowance will be made.

Assisted candidates must undertake, if required, to give a further 12 months' service as Health Visitors, at a salary of £270 per annum, plus £2 uniform allowance.

Applications to be made on a form to be obtained frlm the Medical Officer of Health, Council House, Birmingham, 3, to be returned on or before 7th April, 1945. Envelopes to be marked "Health Visitors' Training (Assisted Course)." (1766P)

PUBLIC HEALTH VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

COUNTY BOROUGH OF READING

MIDWIVES ACT, 1936

APPOINTMENT OF MUNICIPAL MIDWIFE

Applications are invited for the post of whole-time **Midwife** to undertake domiciliary midwifery in the County Borough of Reading.

The salary payable will be in accordance with the Rushcliffe Report. Candidates must be State Registered Nurses and preference will be given to those who have obtained the certificate of the Central Midwives Board.

The appointment will be made subject to termination by one month's notice on either side and to the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Applications, stating age, qualifications and details of experience, and accompanied by copies of not more than three recent testimonials, must be delivered to me, endorsed "Midwife," not later than the 7th April, 1945.

Canvassing, directly or indirectly, will disqualify.

Town Hall, C. S. JOHNSON,
Reading. Town Clerk.
March 14th, 1945. (1963N)

WOOLWICH INVALID CHILDREN'S AID ASSOCIATION

Assistant Secretary required with knowledge of social work and office experience. Apply, W.I.C.A.A., 8, Thomas Street, S.E.18. (1975N)

For early insertion, all advertisements should be sent to the Manager, *Nursing Times*, Messrs. Macmillan & Co., Ltd., St. Martins Street, London, W.C.2

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

WILTSHIRE COUNTY COUNCIL
APPOINTMENT OF HEALTH VISITORS

The Wiltshire County Council invites applications for the appointment of **two Health Visitors** to be resident in the Calne and Chippenham areas.

Candidates must be registered in the General Part of the Register of State-registered Nurses. They must also either (1) hold the Health Visitor's certificate of the Royal Sanitary Institute or the Diploma for Health Visitors prescribed in the Board of Education Regulations 1919; *or* (2) have held an appointment as Health Visitor, with the approval of the Minister of Health, prior to April 1st, 1930. A car is essential for the Calne area and mileage allowances on the County scale will be paid.

The successful candidates will be required to undertake from time to time such other duties as the County Medical Officer may require.

The salary scale and allowances will be in accordance with the Second Report of the Nurses Salaries Committee. This salary scale is £270 per annum, rising by annual increments of £10 to £360. The appointments will be terminable by one month's notice on either side.

The successful candidates will be required to pass a medical examination before the appointment is confirmed, and will also be required to contribute in accordance with the Local Government Superannuation Act, 1937.

Application forms may be obtained from the undersigned to whom applications, together with copies of three recent testimonials, must be sent.

Clerk's Office, County Hall, Trowbridge. P. A. SELBORNE STRINGER, Clerk of the Council. (1815N)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the appointment of **Health Visitors and School Nurses.**

Applicants must be State Registered Nurses and must possess the Health Visitor's Certificate of the Royal Sanitary Institute.

Appointments will be subject to the Local Government Superannuation Act, 1937, and successful candidates will be required to undergo a medical examination.

Salary and conditions of service will be in accordance with the Second Report of the Nurses Salaries Committee.

Canvassing will disqualify.

Applications, on forms to be obtained from the undersigned, should be returned forthwith.

Department of Public Health, Kenwith Lodge, Westbury Park, Bristol, 6. R. H. PARRY, Medical Officer of Health. (1977N)

WORCESTERSHIRE COUNTY COUNCIL
HEALTH VISITOR OR SCHOOL NURSE

Applications are invited from State Registered Nurses for the appointment of **School Nurse** in the Lye District of Stourbridge. Preference will be given to applicants holding the Health Visitor's Certificate. The salary will be in accordance with the Rushcliffe scale. The appointment will be a permanent one and will be a superannuable one subject to the officer passing a medical examination. The appointment is restricted to persons over the age of 41.

Applications, together with copies of not more than three recent testimonials, should be made on forms to be obtained from the County Medical Officer, County Buildings, Worcester, and should be submitted by the 7th April, 1945

Shirehall, Worcester. W. R. SCURFIELD, Clerk of the County Council.
March 13th, 1945. (1993N)

WARWICKSHIRE COUNTY COUNCIL
SUPERVISOR OF WAR-TIME NURSERIES

Applications are invited from State-registered Nurseries for the post of **Supervisor** or War-time Nurseries. Salary £300 per annum, rising by annual increments of £25 to £375 per annum, plus cost of living bonus, travelling, and subsistence allowances in accordance with the Council's scale.

Candidates should have had experience in the establishment and running of War-time Nurseries or similar institutions including ability to advise on improvisation under war-time conditions.

Possession of a motor car, or ability to drive, will be an advantage.

Preference will be given to candidates qualified to lecture to probationers under the Council's Nursery Training scheme.

Applications, setting out qualifications and experience, should reach the COUNTY MEDICAL OFFICER OF HEALTH, SHIRE HALL, WARWICK, not later than Monday, April 8th, 1945.

Shire Hall, Warwick. L. EDGAR STEPHENS, Clerk of the Council.
March 17th, 1945. (2049N)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
SCABIES VISITOR

Applications are invited for the post of **Scabies Visitor** to undertake domiciliary visiting, also duties at the Treatment Centres in connection with the Corporation's Scheme for the Treatment of Scabies.

(continued in next column)

Applicants should preferably be trained nurses or, alternatively, hold the Sanitary Inspectors' Certificate of the R.S.I. and Sanitary Inspectors' Examination Joint Board.

The commencing salary will be £225, and the present Grading Scheme provides for annual increments to a maximum of £285. Cost of living bonus (at present £50) is also payable.

The appointment is subject to passing a medical examination.

Applications, on a form to be obtained from the undersigned, and accompanied by copies of three recent testimonials and endorsed "Scabies Visitor," must be received at the Health Department, 12, Market Buildings, Vicar Lane, Leeds, 1, not later than 10 a.m. on April 9th, 1945.

Canvassing in any form, directly or indirectly will be a disqualification.

J. JOHNSTONE JERVIS, Medical Officer of Health. (2096N)

LANCASHIRE COUNTY COUNCIL

VACANCIES FOR NURSING STAFF

Applications are invited for the following appointments, the rates of pay of which are in accordance with the Reports of the Rushcliffe Committee. The appointments are subject to medical examination and are superannuable. Applicants for posts of Staff Nurse and higher grade must be State Registered.

Applicants for Midwifery Posts must be State Certified Midwives and also State Registered Nurses. Emoluments (board residence and uniform, etc.) are additional to the annual salaries stated. Any previous service in the particular grade either at a Voluntary Hospital or a Local Authority Hospital will rank for service on the salary scale.

PUBLIC HEALTH COMMITTEE
COUNTY HOSPITAL, WHISTON, PRESCOT, NR. LIVERPOOL

38 Student Nurses. Salary. First Year £40, Second Year £45, Third Year £50 per annum.

14 Pupil Midwives (Part I Training), Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Salary. S.R.N. £65 per annum. Not S.R.N. First year £40, Second year and until passing first examination £45. During second period of training £60 per annum.

Full particulars from **The Matron, County Hospital, Whiston, Prescot.**

PUBLIC ASSISTANCE COMMITTEE
PUBLIC ASSISTANCE INSTITUTION, WESHAM KIRKHAM, NR. BLACKPOOL

Ward Sister (must be S.C.M.). **Salary** £140 by £10 to £190 per annum.

Assistant Nurses (applicants must be over 40 years of age). Salary in accordance with the First Report of the Rushcliffe Committee

Full particulars from the **Area Public Assistance Officer, 8, Spring Bank, Preston.**

PUBLIC ASSISTANCE INSTITUTION, RIBCHESTER, NR. PRESTON

3 Male Nurses (for nursing sick Mental Patients), must be S.R.N.

Salary in accordance with the report of the Rushcliff Committee.

Full particulars from the **Area Public Assistance Officer, 8, Spring Bank, Preston.**

MOORLANDS INFIRMARY, RAWTENSTALL

18 Student Nurses. Salary. First Year £40, Second Year £45, Third Year £50, Fourth Year £60 per annum.

Full particulars from the **Area Public Assistance Officer, Moorlands, Rawtenstall.**

JERICHO HOSPITAL, BURY

15 Student Nurses. Salary. First Year £40, Second Year £45, Third Year £50, Fourth Year £60 per annum.

Full particulars from the **Area Public Assistance Officer, Parsons Lane, Bury**

COUNTY INSTITUTION, WHISTON, PRESCOT, NR. LIVERPOOL

4 Ward Sisters (non-resident).

Salary £200 by £10 to £250 per annum. In respect of these vacancies meals will be supplied when on duty and uniform provided. The value of these emoluments for superannuation purposes is £30.

Full particulars from the **Area Public Assistance Officer, Warrington Road, Whiston, Prescot.**

LEIGH INSTITUTION, LEIGH ROAD, LEIGH

Ward Sister (must be S.C.M.).

Salary £140 by £10 to £190 per annum.

HOME FOR BACKWARD CHILDREN ATTACHED TO LEIGH INSTITUTION

Ward Sister. Salary £130 by £10 to £180 per annum.

Full particulars from the **Area Public Assistance Officer, Leigh Road, Leigh.**

LAKE HOSPITAL, ASHTON-UNDER-LYNE

10 Student Nurses. Aged 18 years and over. Salary first year £40; Second year, £45; third year, £50; fourth year £60 per annum.

16 Pupil Midwives (Part I training)

Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training. Salary, S.R.N., £65 per annum.

DARNTON HOUSE INSTITUTION, ASHTON-UNDER-LYNE

Night Sister (in sole-charge). Salary £155 by £10 to £205 per annum.

Full particulars from the **Area Public Assistance Officer, St. Michael's Square, Ashton-under-Lyne.**

County Offices, Preston. R. H. ADCOCK, Clerk of the County Council.
March 16th 1945. (2015P)

HERTFORDSHIRE COUNTY COUNCIL AND HERTFORDSHIRE COUNTY NURSING ASSOCIATION
ASSISTANT SUPERINTENDENT HEALTH VISITOR
ASSISTANT SUPERVISOR OF MIDWIVES AND ASSISTANT COUNTY NURSING SUPERINTENDENT.
Temporary Appointment.

Applications are invited for the combined post of **Temporary Assistant Superintendent Health Visitor, Assistant Supervisor of Midwives, and Assistant County Nursing Superintendent.**

Applicants must be Queen's Nurses with good experience in Health Visiting and District Nursing. Salary and conditions of service are in accordance with the Rushcliffe scale.

Applications, stating age and experience, together with the names and addresses of

(continued in next column)

three persons from whom references may be obtained, should be sent to the County Medical Officer of Health, County Medical Department, County Hall, Hertford, to arrive not later than first post on the 31st March, 1945.

ELTON LONGMORE.
16th March, 1945. (1908N)

MIDDLESEX COUNTY COUNCIL

Tuberculosis Visitor required for HARROW SUBSIDIARY CHEST CLINIC. Candidates must be fully trained nurses with special experience in tuberculosis work. Rushcliffe scale salary. Established and pensionable staff. Written applications stating age, qualifications, experience, with copies of up to 3 recent testimonials, to be undersigned by April 7th, 1945.

C. W. RADCLIFFE-THOMAS, Clerk of the County Council.
Middlesex Guildhall, Westminster, S.W.1. (2044N)

NORTH RIDING OF YORKSHIRE COUNTY COUNCIL

Applications are invited for the following posts:

School Nurses and **Health Visitors** (2) to be resident in the Redcar and York areas respectively. Candidates must be State Registered Nurses and must hold the Health Visitor's Certificate or have been previously approved by the Ministry of Health as health visitors.

Tuberculosis Visitor—Scarborough, who will also be required to undertake duties at a Venereal Diseases Treatment Centre. Candidates must be State Registered Nurses and must have had experience at a Venereal Diseases Treatment Centre.

The salary and conditions of service will be in accordance with the Rushcliffe scale.

The appointments will be subject to one month's notice in writing on either side, and also to the provisions of the Local Government Superannuation Act, 1937, and the selected candidates will be required to pass a medical examination.

Application forms may be obtained from the undersigned, to whom applications, together with copies of three recent testimonials, must be sent not later than the 7th April, 1945.

County Hall, Northallerton. H. G. THORNLEY, Clerk of the County Council.
March 15th, 1945. (2092N)

INVERNESS COUNTY NURSING ASSOCIATION

County Nursing Superintendent wanted for Inverness-shire. Applicants should be forty years of age or under, be on the Roll of Queen's Nurses, hold the Health Visitor's Certificate and have had good administrative experience and experience in organising and lecturing.

Salary grade according to Taylor scale of pay for forty Nurses with allowance for motor car maintenance and travelling expenses when absent from Headquarters (Inverness).

Applications to be lodged with the Hon. Secretary, County Buildings, Ardross Street, Inverness, not later than 5th April, 1945. (2093N)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the employment of Women (Control of Engagement) Order, 1943.

BOROUGH OF WHITEHAVEN

Health Visitors urgently required by Public Health Department. Candidates must be S.R.N. or S.C.M. with Health Visitor's Certificate.

Non-resident appointments; permanent; superannuation; Rushcliffe scale of salaries; uniform not provided; laundry free.

Applications in writing (no interviews) stating date of birth, full particulars of training, qualifications and experience, with copies of two recent testimonials (or Matrons' names for reference) and quoting reference No. 663R, should be addressed to the Ministry of Labour and National Service, Nursing Sub-Office, 9, West Cliff Terrace, Preston, Lancs. (2029P)

BEDFORDSHIRE COUNTY COUNCIL
SUPERINTENDENT HEALTH VISITOR AND NON-MEDICAL INSPECTOR OF MIDWIVES

Applications are invited by the above County Council for the appointment of **Superintendent Health Visitor** and **Non-Medical Inspector of Midwives.**

Applicants must possess the following qualifications:—

(1) State-registered Certificate.
(2) Certificate of the Central Midwives Board.
(3) Health Visitors' Certificate of the Royal Sanitary Institute.

and also have had one year's practical midwifery experience within the last three years, or have held the post of Non-Medical Inspector of Midwives.

Salary £400 by annual increments of £20 to £550; conditions of service in accordance with Rushcliffe Scheme and appointment is subject to the provisions of the Local Government Superannuation Act 1937.

Applicants must possess their own car and will receive travelling allowance in accordance with the Council's Scale.

Further information as to duties, place of residence, etc., may be obtained on application to the County Medical Officer, Shire Hall, Bedford.

Applications, stating age, qualifications and experience, together with copies of not more than

(continued on next page)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE.

PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments:—

STAINCLIFFE COUNTY HOSPITAL, DEWSBURY

Theatre Sister. Salary Scale £145 x £10 — £195. Must be S.R.N.

WHITE ROSE COUNTY HOSPITAL, WAKEFIELD

Home Sister (Resident). Salary Scale £145 x £10 — £195. Must be fully trained and State Registered Nurses and possess the Housekeeping Certificate.

SCOTTON BANKS SANATORIUM, KNARESBOROUGH

Ward Sister Salary Scale £140 x £10 — £190 (Resident). £210 x £10 — £260. (Non-resident) Must be S.R.N.

CROOKHILL HALL RECEIVING HOME, CONISBOROUGH

Ward Sister (Resident). Salary Scale £140 x £10 — £190. Must be S.R.N.

MIDDLETON-IN-WHARFEDALE SANATORIUM, NR. ILKLEY

Ward Sister for Male Pulmonary Ward. Must be S.R.N.
Ward Sister for Male Orthopaedic Ward. Must be S.R.N.
Salary Scale £140 x £10—£190 Resident. £210 x £10—£260 Non-resident.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee, the commencing salary being determined according to the previous experience of the successful candidate.

The above posts are designated under the Local Government Superannuation Act, 1937.

Forms of application can be obtained from the Deputy County Medical Officer, County Hall, Wakefield.

BERNARD KENYON, Clerk of the County Council.
County Hall, Wakefield.
March 1st, 1945. (2024P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

...ter recent testimonials, and endorsed "Super-...ndent Health Visitor and Non-Medical ...ector of Midwives" should be addressed to ...e undersigned.
...ale Hall, Bedford. J. B. GRAHAM,
...arch 19th, 1945. Clerk of the County Council.
(2048P)

COUNTY BOROUGH OF SOUTH SHIELDS
MIDWIFERY SERVICE
Applications are invited for the appointment of ...full-time **Municipal Midwife.** Candidates must ...e State-registered Nurses and State Certified ...idwives. Salary as laid down in the Rushcliffe ...Committee's Report. £270 per annum rising to ...£310 per annum (commencing salary in accordance ...ith previous experience). A uniform allowance ...of £7 10s. per annum together with drugs, dressings, ...appliances, telephone and travelling expenses will ...be provided by the Council. Further particulars ...and forms of application may be obtained from ...W. Campbell Lyons, Medical Officer of Health, ...Cuthbert Road, South Shields, to whom all ...applications, accompanied by copies of two recent ...testimonials, should be sent.
Canvassing of members of the Council or Chief ...Officers of the Council or Deputy Chief Officers ...will disqualify the candidate for appointment.
(2093P)

CORPORATION OF GLASGOW
PUBLIC HEALTH DEPARTMENT
HEALTH VISITORS' TRAINING
Course Beginning September, 1945
By permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement Order, 1943).
Applications are invited from State-registered General Trained Nurses between the ages of 25 and ...holding the Certificate of the Central Midwives' Board or the first certificate under the C.M.B. Regulations.
Assisted Course for Probationer Health Visitors
Engagement is for one year at £2 10s. per week—six months' training for Health Visitor Certificate and six months' work in the Public Health Department. Successful candidates will require to pass a medical examination.
Non-Assisted Course of Training
In association with the School of Social Study, University of Glasgow, there will be a limited number of vacancies for independent candidates (paying their own fees who wish to take the course for the Health Visitor Certificate. The course extends from September to April; fees, £5 5s.
Applications for either course should be made on a form to be obtained from the Medical Officer of Health, Public Health Department, 23 Montrose Street, Glasgow, C.1, and should be returned by April 21st, 1945. (419/34P)

HOSPITAL AND OTHER VACANCIES

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

COUNTY BOROUGH OF DEWSBURY
WAR-TIME DAY NURSERIES
EARLSHEATON DAY NURSERY
MATRON—(Non-resident)
The Council is inviting applications for the above vacancy as soon as possible.
Salary and conditions in accordance with Ministry of Health recommendations (Rushcliffe).
CARRICK G. PAYTON,
Medical Officer of Health
Public Health Department,
Municipal Buildings,
Halifax Road, Dewsbury.
February 21st, 1945. (1498P)

WOOD GREEN BOROUGH COUNCIL
WAR-TIME DAY NURSERY
APPOINTMENT OF MATRON
Applications are invited for the appointment of **Matron** (non-resident) at a 40 place Nursery at a salary in accordance with the recommendations of the Rushcliffe Committee, i.e., £250 per annum rising by £10 annually to £320, plus £15 per annum extra Metropolitan allowance. Deduction of £25 per annum is made for meals whilst on duty. Uniform allowance is £10 for the first year, and £5 per annum in subsequent years.
Applicants must be State-registered General or State-registered Children's Nurses and should have had previous experience in day nursery work. The Nursery is a recognised training school for Probationers. The appointment will be, in the first instance for the period of the present emergency and is subject to one month's notice on either side. The successful candidate will be required to pass a satisfactory medical examination before admission to the Council's Superannuation Fund.
Forms of application may be obtained from the undersigned and must be returned not later than Wednesday, 4th April, 1945.
H. CHUBB,
Town Hall, Town Clerk.
Wood Green, N.22.
1945. (1910P)

SURREY COUNTY COUNCIL

Applications are invited for the following appointments. Salaries and conditions for all appointments will be in accordance with the recommendations contained in the appropriate Reports of the Rushcliffe Committee. The Ward Sisters Grade referred to below is £130 x £10—£180 p.a. plus £20 p.a. after 10 years service, plus residential emoluments valued at £100. Local Government Superannuation rights will be preserved.

EPSOM COUNTY HOSPITAL, Dorking Road, Epsom.
DEPUTY SUPERINTENDENT MIDWIFE AND DEPUTY MIDWIFERY TEACHER
Maternity Unit 54-60 beds). Perm. appt. Candidates should hold the approved Midwife Teacher's Cert. Salary grade £230 x £10 to £280 plus resid. emols. £120 p.a.

SURBITON ANNEX (Male Chronic). Annex to Kingston County Hospital.
SISTER-IN-CHARGE. Candidates must be S.R.N. Ward Sister's grade, plus £20 p.a. allowance.

WARREN ROAD HOSPITAL, Guildford.
ASSISTANT HOUSEKEEPING SISTER
Temp. Appt. Candidates must be S.R.N., and hold Housekeeping Certificate. Ward Sister's Grade.
ASST. HOME SISTER. Temp. appt. Candidates must be S.R.N., and hold Housekeeping Cert. Ward Sister's grade.

ST. HELIER COUNTY HOSPITAL, Carshalton. (862 beds).
ASSISTANT HOUSEKEEPING SISTER
Temp. Appt. Ward Sister's grade. Candidates must be S.R.N., and hold Housekeeping Certificate.

SURREY COUNTY SANATORIUM, Milford Nr. Godalming. (348 beds).
HOME SISTER. Temp. Appt. Candidates must be S.R.N. and hold Housekeeping Certificate. Salary grade £140 x £10—£190 p.a., plus £15 p.a. allowance, plus £20 p.a. after 10 years service, plus emols. £120 p.a.

WOKING WAR HOSPITAL, Oriental Road, Woking.
DEPARTMENTAL THEATRE SISTER
Temp. appt. Candidates must be S.R.N. Salary on Ward Sister's grade, plus £20 p.a. allowance.

Applications should be made to the County Medical Officer, County Hall, Kingston-on-Thames. (2083P)

COUNTY BOROUGH OF STOCKPORT MUNICIPAL HOSPITAL
APPOINTMENT OF MATRON
Applications are invited for the position of **Matron** of the Municipal General Hospital (Stepping Hill Hospital) containing 483 beds, including a recently erected and equipped Maternity Block of 56 beds.
The salary payable will be in accordance with the Rushcliffe Report, and the appointment subject to the Local Government Superannuation Act. 1937.
Forms of application (with list of Duties and Conditions, etc., of appointment) can be obtained from the Medical Officer of Health, Town Hall, Stockport.
Applications in candidates' own handwriting should be returned to the Medical Officer of Health not later than 9th April, 1945, endorsed "Appointment of Matron, Stepping Hill Hospital."
Town Hall,
Stockport.
March 3rd, 1945. (1698P)

ANCOATS HOSPITAL, MANCHESTER, 4
GENERAL TRAINING SCHOOL
APPOINTMENT OF MATRON
Owing to the impending retirement of the present Matron at the end of August next, the Board of Management invite applications to fill the vacancy.
Candidates must be S.R.N. and S.C.M., and have had nursing administrative experience. Housekeeping Certificate an advantage.
Salary according to experience and the Rushcliffe scale. Superannuation Scheme in force.
Applications, stating age, qualifications, present employment, together with copies of three recent testimonials, should be forwarded to the undersigned on or before April 14th.
By Order of the Board,
HERBERT J. DAFFORNE,
General Superintendent and Secretary.
(1982P)

WEST SUSSEX COUNTY COUNCIL
EMERGENCY MATERNITY HOME
Applications are invited from State-registered Nurses who are also State Certified Midwives for the posts of **Matron** and **Sister** at the Emergency Maternity Home, Anthony Place, Hindhead. The Home has accommodation for 18 patients, and the Rushcliffe scale of salaries is in operation. Applications should be made in writing, giving details, with dates, of qualifications and previous experience, together with two names for reference, and should be sent at once to the County Medical Officer, County Hall, Chichester.
County Hall, T. C. HAYWARD,
Chichester. Clerk of the Council.
March, 1945. (1876P)

QUEEN'S INSTITUTE OF DISTRICT NURSING, GUILDFORD D.N.A., SURREY
1st and 2nd Assistant Superintendents required. H.V. Cert. desirable. Part II Midwifery Training Home. Small Maternity Home attached. Good experience for administrative work. Apply, Nursing Superintendent, Q.I.D.N., 57, Lower Belgrave Street, London, S.W.1. (2077P)

QUEEN'S INSTITUTE OF DISTRICT NURSING, BEDDINGTON AND WALLINGTON D.N.A. SURREY
Progressive Superintendent required. Present staff 7. Should have had good administrative experience in general nursing and midwifery and in housekeeping. Motorist. Modern Nurses' Home. Ante-natal and post natal clinics held in connection with the Borough Council. Apply, Nursing Superintendent, 57, Lower Belgrave Street, London, S.W.1. (2075P)

CHALFONT COLONY FOR EPILEPTICS, CHALFONT, ST. PETER, BUCKS.
(570 Patients)
In view of the approaching retirement of the Matron, applications are invited for the post of **Acting Assistant Matron,** S.R.N. Salary £250 with increments on Rushcliffe scale, normal emoluments and uniform. Staff Assurance or Federated Scheme. Apply with full particulars to Matron. (1878P)

SURREY COUNTY COUNCIL.
PUBLIC HEALTH DEPARTMENT

MIDWIFERY SISTER at—
Redhill County Hospital, Earlswood Common Redhill. Rushcliffe Salary and conditions Grade £150 x £10—£200 p.a. plus £20 p.a after 10 years service, plus residential emols.

WARD SISTERS at—
Epsom County Hospital, Dorking Road, Epsom.
Ewell Park Hospital, London Road, Ewell.
Also for Night duty.
St. Helier County Hospital, Carshalton. Also for Night duty. (Temporary appointments.)
Redhill County Hospital, Earlswood Common, Redhill. (Temp. Appts.)
Woking War Hospital, Oriental Road, Woking.
Also for Night Duty.
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
Also for Holiday duties.
Candidates must be S.R.N. and have had experience as a Staff Nurse. Rushcliffe salary and conditions. Grade £130 x £10—£180 p.a. plus £20 p.a. after ten years' service, plus residential emoluments.

APPLICATIONS FOR PRECEDING APPOINTMENTS TO THE COUNTY MEDICAL OFFICER, COUNTY HALL, KINGSTON-ON-THAMES.

MIDWIFERY PUPILS at :—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
(Part I Training).
Epsom County Hospital, Dorking Road, Epsom.
(Part II Training).
St. Helier County Hospital, Carshalton.
(Part II Training).
Salary £65 p.a., plus emoluments. Rushcliffe conditions.
MALE NURSE (R.M.P.A.). Temp. Non-resident at :
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames
Warren Road Hospital, Guildford
Rushcliffe salary and service conditions. Grade 95/- x 5/—110/- p.w., plus emols. valued at 2/- p.w.
MALE ASSISTANT NURSES (temporary, non-resident) at :—
Dorking County Hospital, Horsham Road, Dorking.
Ewell Park Hospital, London Road, Ewell.
Warren Road Hospital, Guildford.
Categories C and D. £4. 3s. 6d. by 4s.—£4 11s. 6d. per week.
Category E. £3 17s. 6d. per week, plus uniform or protective clothing. Rushcliffe salary and conditions.
Application forms and full particulars from the appropriate Matron. (2082P)

DORSET MENTAL HOSPITAL, DORCHESTER
Applications are invited for the position of an **Assistant Matron.** Applicants must be certificated in both General and Mental Nursing; Housekeeping experience an advantage. Salary scale in accordance with the Rushcliffe Recommendation is £220 rising to £250 plus full residential emoluments valued at £120 per annum.
The appointment will be subject to the provisions of A.O.S. Act, 1909.
Forms of application may be obtained from the Medical Superintendent. (1583P)

WEST SUSSEX COUNTY COUNCIL
ST. RICHARD'S PUBLIC HEALTH HOSPITAL, CHICHESTER
Assistant Matron required for above General Hospital (approved Training School for Nurses). Salary in accordance with Rushcliffe scale (400-499 beds), viz., £250 per annum rising by annual increments of £15 to £310 per annum—Apply to the Matron, giving details of qualifications and experience, by not later than March 31st, 1945.
T. C. HAYWARD,
Clerk of the County Council.
(1814P)

EAST RIDING COUNTY COUNCIL
"THE AVENUE," HOSPITAL, BRIDLINGTON
Applications are invited for the appointment of **Assistant Matron** at the above Hospital, containing 15 General and 31 Maternity beds, the principal work being maternity. Rushcliffe salary scale commencing not less than £160 or more than £180 with seven annual increments of £10 with emoluments valued at £120. The commencing salary will be fixed according to qualifications and experience.
The appointment is subject to the provisions of the Local Government Superannuation Act, 1937 and to the successful candidate passing satisfactorily a medical examination.
Forms of application may be obtained from the undersigned to whom they should be returned not later than March 31st, 1945.
County Hall, T. STEPHENSON,
Beverley. Clerk of the Council.
(1820P)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
KILLINGBECK INFECTIOUS DISEASES HOSPITAL
FIRST ASSISTANT MATRON
Applications are invited for the post of **First Assistant Matron** at the above hospital. Candidates who must not be over 45 years of age, must be fully trained and State-registered nurses, and must have had some experience in the nursing of infectious diseases. As the hospital in normal times is a Tuberculosis Sanatorium possession of the T.A. certificate is also necessary. Experience in hospital administration is essential, together with teaching experience as the holder of the post in normal times acts as Sister Tutor.
Salary and conditions of service in accordance with the Rushcliffe scale (£205 to £250 per annum).
The person appointed will be required to pass a medical examination and to contribute to the Local Government Superannuation Act, 1937.
Applications, on a form to be obtained from the undersigned, together with copies of three recent testimonials, and endorsed "Assistant Matron," must be delivered at the Public Health Department (Hospitals Administration Section), 12, Market Buildings, Vicar Lane, Leeds, 1, not later than 12 noon on Saturday, March 31st, 1945.
Canvassing in any form, either directly or indirectly, will be a disqualification.
J. JOHNSTONE JERVIS,
Medical Officer of Health.
(1855P)

GRANTHAM HOSPITAL, LINCS.
125 Beds
Sister Tutor required, preferably with teaching certificate. Rushcliffe Scale and F.S.S. Applications to Matron as soon as possible. (117P)

ANCOATS HOSPITAL, MANCHESTER
Sister Tutor required. Salary in accordance with the Rushcliffe Scale. F.S.S. in force. Apply with full particulars of experience and qualifications to the Matron. (36P)

LONDON COUNTY COUNCIL
Second Assistant Matrons required at Bexley Hospital (for nervous and mental disorders), Bexley, Kent and at St. Lawrence's Hospital (for mental defectives), Caterham, Surrey. Salary £295 rising to £335, a year plus full residential emoluments, Rushcliffe Committee conditions of service. Candidates must hold general training certificate and recognized diploma of proficiency in mental or mental deficiency nursing. Pensionable. For application forms, returnable by April 3rd, 1945, send stamped addressed foolscap envelope to Medical Officer of Health (B), Mental Health Services, West Park Hospital, Epsom, Surrey. (2030P)

BRADFORD ROYAL INFIRMARY
(498 BEDS)
First Assistant Sister Tutor required. Should have had previous experience as a Ward Sister.
Salary in accordance with Rushcliffe Scale. F.S.S. in force.
Apply, The Lady Superintendent (1891P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

MIDDLESEX COUNTY COUNCIL

Applications invited for following appointments, salaries, etc., governed by appropriate REPORTS OF RUSHCLIFFE COMMITTEE. All posts "resident" as defined by Reports; where marked * candidates may be "non resident" if they desire; medical examination; established and pensionable unless otherwise stated. Forms and full particulars from Matron "D" of hospital where appointment required.

A. APPOINTMENTS GOVERNED BY FIRST REPORT OF NURSES SALARIES COMMITTEE

QUALIFIED ASSISTANT SISTER TUTORS

***North Middlesex County Hospital, Edmonton, N.18.**—Experience as ward sister required.

***Staines County Hospital, Ashford, Mx.**

West Middlesex County Hospital, Isleworth, Mx. Two required (replacements); S.C.M. essential.

Harefield County Hospital, Harefield, Mx.—NOTE: At Harefield applications also considered from candidates who are qualifying or considering qualifying as sister tutors; salary scale, pending qualification, £150 by £10 to £200 p.a. resident.

HOUSEKEEPING SISTER

Ward Sister's scale, plus £20 p.a

***Chase Farm Hospital, Enfield, Mx.**—Recognised Housekeeping Certificate and practical housekeeping experience essential.

DEPUTY HOME SISTER

Ward Sister's scale, plus £15 p.a.

Hillingdon County Hospital, near Uxbridge, Mx.

THEATRE SISTER

Ward sister's scale.

***Redhill County Hospital, Edgware, Mx.**—Must have good practical experience.

NIGHT SISTERS

(Working under Night Superintendent).

(i) Sanatorium rate:—preference given to candidates with T.A. certificate for which additional £10 p.a. paid.

Harefield County Hospital, Harefield, Mx.—Combined general and chest work.

(ii) Hospital rate:—

***Chase Farm Hospital, Enfield, Mx.**—Theatre experience essential; unestablished staff.

***Central Middlesex County Hospital, Park Royal, N.W.10.** Must have Part I of C.M.B. certificate and experience as ward and theatre sister.

***North Middlesex County Hospital, Edmonton, N.18.**

***Redhill County Hospital, Edgware, Mx**—Must have Part I of C.M.B. certificate and experience as ward sister.

WARD SISTERS AND SISTERS

(i) Sanatorium rate:—preference given to candidates with T.A. certificate for which additional £10 p.a. paid.

Clare Hall County Hospital, South Mimms, Mx.—One required, experience in nursing Tuberculosis cases essential—opportunity of qualifying for T.A. Certificate if desired. Unestablished staff.

Harefield County Hospital, Harefield, Mx. Experience in major chest surgery an advantage. (a) Ward Sister. (b) Thoracic Unit Sister—sound knowledge of surgical nursing essential.

***Staines County Hospital, Ashford, Mx.**—Two required for Tuberculosis Wards.

(ii) Hospital rate.

—Experienced Sister required.

***Redhill County Hospital, Edgware, Mx.**

STAFF NURSES

Candidates must be over 41 years of age.

(i) Sanatorium rate:—preference given to candidates with T.A. certificate for which additional £10 p.a. paid.

***Clare Hall County Hospital, South Mimms, Mx.**—established and unestablished staff—opportunity of qualifying for T.A. Certificate if desired.

(a) for busy sanatorium theatre (chest surgery)—Theatre experience essential.

(b) for sanatorium wards.

Harefield County Hospital, Harefield, Mx.—Established and unestablished staff; opportunity of qualifying for T.A. certificate if desired.

(a) for thoracic theatre permanently (major chest surgery)—excellent opportunity of gaining experience in nursing thoracic cases treated by most modern methods.

(b) for sanatorium wards.

(ii) Hospital rate:—

***Chase Farm Hospital, Enfield, Mx.**, for **Ambulance Duty**; Part I of C.M.B. certificate essential, additional £5 p.a. for this qualification while on ambulance duty. Unestablished staff.

Harefield (E.M.S.) Hospital, Harefield, Mx.—Unestablished staff; (a) for Children's Unit (S.R.N. General) with Children's experience or Registered Sick Children's Nurse essential—additional £10 p.a. if on both General and Sick Children's parts of State Register. (b) for Theatre permanently (good surgical experience preferred).

(c) for general wards.

***Hillingdon County Hospital, near Uxbridge, Mx.** For day or night duty: (a) for Out-Patient Department; (b) for General Wards.

***Redhill County Hospital, Edgware, Mx.**—For children's ward; experienced S.R.N. (general) and R.S.C.N. required; additional £10 p.a. if on both parts of State Register.

***West Middlesex County Hospital, Isleworth, Mx.**

NURSES WITH T.A. CERTIFICATE ONLY

Candidates must be over 41 years of age.

***Clare Hall County Hospital, South Mimms, Mx.**—Established and unestablished staff.

***Harefield County Hospital, Harefield, Mx.**—Established and unestablished staff.

ASSISTANT NURSES

Candidates must be over 41 years of age. Some hospital nursing experience essential.

(i) Sanatorium rate:—

***Clare Hall County Hospital, South Mimms, Mx.**—Established and Unestablished staff; opportunity of qualifying for T.A. certificate if desired.

***Harefield County Hospital, Harefield, Mx.**—Established and unestablished staff: (a) for thoracic surgical unit (good surgical experience preferred; excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (b) for sanatorium wards.

(ii) Hospital rate.

***Central Middlesex County Hospital, Park Royal, N.W.10.**

***Chase Farm Hospital, Enfield, Mx.**—Unestablished staff..

***Harefield (E.M.S.) Hospital, Harefield, Mx.**—Unestablished staff.

***Hillingdon County Hospital, near Uxbridge, Mx.**

STUDENT NURSES

Candidates must be over 17 years, single girls or widows of sound health. Resident and unestablished appointments. Superannuation contributions payable by candidates over 18 years. After passing final State Examination, suitable candidates accepted for midwifery training.

TRAINING IN GENERAL NURSING

Salary 1st year £40, 2nd year £45, 3rd year £50, 4th year £60 (£70 after State Registration).

Students required at:

Central Middlesex County Hospital, Park Royal, N.W.10.

Chase Farm Hospital, Enfield, Mx.—Vacancies for 23.4.45 and 30.7.45.

Harefield (E.M.S.) Hospital, Harefield, Mx.

Hillingdon County Hospital, near Uxbridge, Mx.—Vacancies for 4-year course 5.6.45; immediate vacancies for a 2-year course.

North Middlesex County Hospital, Edmonton, N.18.—Vacancies for 30.4.45. and 25.6.45.

Redhill County Hospital, Edgware, Mx.

Staines County Hospital, Ashford, Mx.—Vacancies for 4-year course 5.6.45 and 4.9.45; immediate vacancies for 2-year course.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for May and Sept., 1945.

Four year course (including three months preliminary trial period). Candidates are prepared for preliminary and final State Examinations in general nursing. Nurses whose names are on supplementary part of State Register accepted, at hospitals indicated, for two year course of training for State Final Examination.

DUAL TRAINING

in general and tuberculosis nursing:

Salary 1st year £45, 2nd year £50.

Students required at:

Clare Hall County Hospital, South Mimms, Mx. Affiliated Training School. Students spend two years training for preliminary State Examination and Tuberculosis Association certificate. They are then transferred to one of Council's general hospitals for completion of general training in preparation for final State Examination.

Harefield County Hospital, Harefield, Mx.—Students spend two years in chest wards training for preliminary State Examination in general nursing and Tuberculosis Association certificate; last two years are spent in general wards of E.M.S. hospital, training for final State Examination.

PUPIL ASSISTANT NURSES

Training Schools established at:—

***North Middlesex County Hospital, Edmonton, N.18.**—Term begins 30.4.45.

***Staines County Hospital, Ashford, Mx.**—Term begins 1.5.45.

Candidates accepted at above hospitals for 2 years and 2 months course of training in preparation for General Nursing Council examination for admission to Roll of Assistant Nurses. First 2 months spent in Preliminary School. Salary 1st year £40, 2nd year £45. Unestablished appointments.

B. APPOINTMENTS GOVERNED BY REPORT OF MENTAL NURSES SUB-COMMITTEE

DEPARTMENTAL SISTER FOR MENTAL BLOCK

Ward Sister's scale, plus £20 p.a.

***North Middlesex County Hospital, Edmonton, N.18**—S.R.N. (General) and (Mental) required.

C. APPOINTMENTS GOVERNED BY REPORT OF MIDWIVES SALARIES COMMITTEE

SUPERINTENDENT MIDWIFE

***North Middlesex County Hospital, Edmonton, N.18.**—S.R.N. with Midwife Teacher's Certificate essential; salary scale £280 by £15 to £340 p.a.

MIDWIFERY TEACHER FOR PART I TRAINING SCHOOL

***Redhill County Hospital, Edgware, Mx.** S.R.N. with Midwife Teacher's Certificate and practical and teaching experience in midwifery; salary scale £230 by £10 to £280 p.a.

EXPERIENCED MIDWIFERY SISTERS

S.R.N. and S.C.M. essential.

***Middlesex County Maternity Hospital, Bushey Heath, Herts.**—Application forms, etc. from Matron of Redhill County Hospital, Edgware, Mx.

***North Middlesex County Hospital, Edmonton, N.18.**

STAFF MIDWIVES

Candidates must be over 41 years of age. S.R.N. and S.C.M. essential.

***Central Middlesex County Hospital, Park Royal, N.W.10.**

***West Middlesex County Hospital, Isleworth, Mx.**

MIDWIFERY TRAINING

(I) PUPIL MIDWIVES FOR PART I OF C.M.B. CERTIFICATE

North Middlesex County Hospital, Edmonton, N.18.—Vacancies for 1-10-45 and 1-1-46.

State Registered Nurses accepted for six months' course of training for Part I of C.M.B. examination. Training and certificate in Obstetric Analgesia also given. Successful candidates may proceed to further six months' course for Part II in other Middlesex County Council hospitals. Unestablished staff.

(II) PUPIL MIDWIVES FOR PART II OF C.M.B. CERTIFICATE

Middlesex County Maternity Hospital, Bushey Heath, Herts.—Vacancies for 1.4.45 and 1.5.45.

(Application forms, etc., from Matron, Redhill County Hospital, Edgware, Mx.).

Hillingdon County Hospital, near Uxbridge, Mx. Immediate vacancies.

State Registered Nurses who hold a certificate of having passed first examination of C.M.B. accepted for six months' course of training for Part II of certificate at above hospitals. Unestablished staff.

C. W. RADCLIFFE,
Clerk of the County Council.
(2046P)

THE COVENTRY & WARWICKSHIRE HOSPITAL, COVENTRY.

Sister Tutor required for Preliminary Training School of 18, 24 candidates. Applicants must have had experience as a Ward Sister and hold a Teacher's Certificate. Salary according to the Rushcliffe scale. F.S.S. Scheme in force. Apply with full particulars to Matron and Superintendent of Nurses. (1280P)

PONTEFRACT GENERAL INFIRMARY
(112 Beds)
RECOGNISED TRAINING SCHOOL FOR NURSES

Qualified **Sister Tutor** required. Rushcliffe Scale. F.S.S. in force. Applications with full particulars and testimonials to Matron. (51P)

CITY OF LEICESTER
ISOLATION HOSPITAL & SANATORIUM

Assistant Sister Tutor required. If qualified, the salary will be in accordance with the recommendations of the Rushcliffe Report, together with the usual residential emoluments. Candidates may be resident or non-resident as they wish.

The post is designated under the Local Government Superannuation Act, 1937, and for this purpose the successful candidate must pass a medical examination.

Applications, stating age, particulars of training and experience, together with copies of two recent testimonials, to be forwarded to the undersigned.

WILFRED CARR,
City Health Department, Secretary.
Grey Friars, Leicester. (1794P)

OLDHAM ROYAL INFIRMARY, OLDHAM
(204 Beds)

Applications are invited for the post of **Senior Sister Tutor** from State-registered Nurses.

Salary according to the Rushcliffe scale. Federated Superannuation Scheme is in force.

Application, giving particulars of training and subsequent experience to be made to the Lady Superintendent of nurses. (1538P)

DUDLEY ROAD HOSPITAL, BIRMINGHAM
SISTER TUTOR

Complete General Training School. 1,000 beds. A qualified **Sister Tutor** is required for the Pre-Nursing Section of the School. Rushcliffe salary. Applications to Matron-in-Chief, Dudley Road Hospital. (1808P)

BOROUGH OF WALTHAMSTOW SANATORIUM, LARKS HALL ROAD, CHINGFORD, E.4

Sister Tutor required for small training school of Infectious Disease Hospital. Candidate considered who does not hold teachers certificate but ability to teach. Salary and conditions of work as recommended by Rushcliffe Report.

Write to Matron for application form. (1853P)

ROYAL NORTHERN INFIRMARY, INVERNESS.
(298 Beds).

Sister Tutor required. Salary in accordance with the Taylor scale of Salaries. F.S.S. in force. Apply with full particulars of experience and qualifications to the Matron. (1888P)

CITY OF NORWICH WOODLANDS HOSPITAL (311 Beds)
SISTER TUTOR

Applications are invited from State-registered Nurses and State Certified Midwives for the appointment of one **Sister Tutor.** Salary and emoluments according to Rushcliffe Scale. Candidates must possess Sister Tutor Certificate or Nurse Teacher's Certificate.

Applications from unqualified Sister Tutors will be considered, and in that case the appointment will be temporary and the salary will be at the rate of £200 rising by annual increments of £10 to £250 per annum with emoluments valued at £120 per annum.

Terms and conditions of appointment may be obtained from the Senior Medical Officer, Woodlands Hospital, Norwich, to whom applications, stating age, qualifications and experience should be sent. BERNARD D. STOREY,
City Hall, Norwich. Town Clerk.
(1883P)

AYR COUNTY COUNCIL
AYRSHIRE CENTRAL HOSPITAL, IRVINE
INFECTIOUS DISEASES

Applications are invited for the post of **Sister Tutor** at the above Hospital, which is an approved Training School of modern type of 360 beds. Preference will be given to a candidate holding a Sister-Tutor's Certificate or having teaching experience.

Salary as per Taylor Scheme, plus a war bonus. The post is superannuated.

Applications giving particulars of training and experience, should be sent to Matron. (1966P)

PORT TALBOT AND DISTRICT GENERAL HOSPITAL

Qualified Sister Tutor required. Rushcliffe scale of salary. F.S.S. in force. Applications with full particulars to Matron. (1979P)

WESTERN GENERAL HOSPITAL, CREWE ROAD, EDINBURGH
MIDWIFERY UNIT

Required, **Assistant Sister Tutor** (qualified) with Teacher's Certificate. Must have practical and teaching experience. Salary £250 per annum.

Also **Sister** for Labour Ward. Must have had Ward Sister experience. Able to teach. Salary Taylor scale.

Also **Pupil Midwives** required for Part I of the Central Midwives Board Examination. Vacancies June 1st. Salary, Taylor Scale. (1986P)

GOSPORT WAR MEMORIAL HOSPITAL

Sister Tutor required. Affiliated Training School. Preparation for Preliminary State Examination. Rushcliffe scale of salaries. F.S.S. in force.

Apply, with full particulars, to Matron. (2069P)

HASLEMERE AND DISTRICT HOSPITAL HASLEMERE, SURREY
(AFFILIATED TRAINING SCHOOL)

Sister Tutor required. Duties also include Dispensary and Surgical Storekeeping and care of Nurses' Home. Rushcliffe Scale of salaries F.S.S. in force. Apply Matron. (2056P)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. MARY'S INFIRMARY
(200 Beds)
MATERNITY DEPARTMENT (98 Beds)
MIDWIFERY TEACHER

Applications are invited for the post of **Midwifery Teacher** from candidates holding the Midwifery Teachers' Certificate. Experience in hospital administration will be regarded as an additional qualification as certain administrative duties are attached to the post.

At present the Hospital is a Part II Training School under the regulations of the C.M.B. but becomes a Part I Training School from April 1st, 1945.

Salary and conditions of service in accordance with the Rushcliffe scale.

The person appointed will be required to pass a medical examination and to contribute to the Local Government Superannuation Act, 1937.

Applications, on a form to be obtained from the undersigned, together with copies of three recent testimonials, and endorsed "Midwifery Teacher" must be received at the Public Health Department (Hospitals Administrative Section), 12, Market Buildings, Vicar Lane, Leeds, 1, not later than Noon on Saturday, March 31st, 1945.

Canvassing in any form either directly or indirectly will be a disqualification.

J. JOHNSTONE JERVIS,
Medical Officer of Health.
(1856P)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE
COUNTY HOSPITAL, KEIGHLEY

Home Sister. Applicants must be fully trained State-registered Nurses and State Certified Midwives, and must also possess the Housekeeping Certificate. Salary £130/£200 plus an allowance (£5 together with full residential emoluments valued at £120 per annum.

Application forms from the County Welfare Officer, County Hall, Wakefield, to be returned as soon as possible. (2025P)

BISHOP'S STORTFORD HOSPITAL, RYE STREET, BISHOP'S STORTFORD
PRIVATE WARDS AND HOME SISTER

Private Wards and Home Sister required (combined post). Rushcliffe scale and F.S.S. in operation. There are ten Private Ward beds and the duties of the post require the supervision of the Nurses and Resident Domestic Staff quarters.

Applications to be sent to the Matron from whom any further particulars may be obtained. (2071P)

ROYAL UNITED HOSPITAL, BATH
(380 Beds)

Home Sister required to take full charge of Nurses' Homes and to undertake some relief in administrative duties. Salary according to Rushcliffe scales. Federated Superannuation Scheme in force.

Apply, with full particulars, to the Matron. (1848P)

THE PRINCESS BEATRICE HOSPITAL, EARL'S COURT, S.W.5.

Senior Tutor-Home Sister (combined post) required. Preference given to applicants holding teaching qualifications. Rushcliffe Scale of Salaries and Federated Superannuation Scheme in force. Apply, Matron. (1665P)

ST. AUDRY'S HOSPITAL,
(for Mental Diseases),
HELTON, WOODBRIDGE, SUFFOLK

Applications are invited for the combined post of **Senior Tutor and Home Sister.** Commencing salary £215 to £230 per annum, according to qualifications, with board, residence, personal laundry and uniform.

Applications, stating age, qualifications and experience, together with copies of two recent testimonials, should be sent to the Medical Superintendent, as soon as possible. (1847P)

SAMARITAN FREE HOSPITAL FOR WOMEN, MARYLEBONE ROAD, LONDON, N.W.1

Senior Tutor/Home Sister required. Affiliated Training School. Preparation for Preliminary State Examination. Rushcliffe recommendations accepted and S.S.S.N. in force. Apply with full particulars to the Matron. (1845P)

ROTHERHAM HOSPITAL, BONGASTER GATE, ROTHERHAM
(General Hospital—150 Beds)

Home and Relief Administrative Sister required. Rushcliffe conditions. Federated Superannuation Scheme in force. Applications, stating age, particulars of experience and names of Matrons for reference, to be sent to the Matron. (1940P)

CHALFONT COLONY FOR EPILEPTICS, CHALFORT, ST. PETER, BUCKS.

Housekeeping Sister, S.R.N., with or without Housekeeping Certificate, but some experience essential. Salary £130 by £10 to £200 plus £20 p.a. allowance if holding Housekeeping Certificate. Usual emoluments and uniform. Staff Assurance Federated Scheme. Apply, with full particulars to Matron. (1879P)

HASLEMERE AND DISTRICT HOSPITA,L HASLEMERE, SURREY
(74 Beds)

Night Sister required, S.R.N. and S.C.M. Post vacant in April. Rushcliffe scale of salaries S.S.S. in force. Apply Matron. (2057P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

London County Council

SANATORIA AND SPECIAL HOSPITALS FOR DISEASES OF THE CHEST

There are vacancies in the Council's sanatoria and special hospitals for candidates wishing to take a 4½ years' course of affiliated training in tuberculosis and general nursing. Candidates are accepted for two years' training at the sanatorium or special hospital, and are prepared for the State preliminary examination of the General Nursing Council followed by two and a quarter years at one of the London County Council's general hospitals in training for the Final State examination in general nursing.

Lectures and classes by the Council's specialists in tuberculosis and by the resident Sister-Tutor.

Candidates accepted will be placed on the Rushcliffe scale of salaries as follows :—1st year, £45; 2nd year, £50; 3rd year, £50; 4th and 5th years, £60 (before State Registration), £70 (after State Registration). Full residential emoluments.

Applications to be sent to the Matrons of :—

Pinewood Sanatorium, Wokingham, Berks.
Highwood Hospital, Brentwood, Essex.
King George V Sanatorium, Godalming, Surrey.
Colindale Hospital, Hendon, N.W.9.
Grove Park Hospital, Lee, S.E.12, or to the Acting Matron-in-Chief, Public Health Department, County Hall, London, S.E.1.

(419/8P)

MONMOUTHSHIRE COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT
COUNTY HOSPITAL, PANTEG, GRIFFITHSTOWN

Nurses. Applications are invited for appointments of one **Ward Sister** (S.R.N.) and one **Junior Night Sister** (S.R.N.) at the above hospital. Salary according to Rushcliffe scale. The appointments are subject to medical examination, and are superannuable. Applications with copies of recent testimonials to the Matron at the hospital before March 31st. 1945.

D. ROCYN JONES,
County Hall, County Medical Officer of Health
Newport, Mon. (2026P)

MILLER GENERAL HOSPITAL GREENWICH, LONDON, S.E.10

Night Sister required, S.R.N., S.C.M. preferred. Salary according to Rushcliffe scale. F.S.S.N. and H.O.(c) in force. Age not under 28. Apply to Matron, giving full particulars and Matrons' names for reference. (1981P)

THE WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, N.W.10

Night Sister, S.R.N. required. Must have held Ward Sister's Post. Age under 40. Applications to be received by March 20th. Rushcliffe scale in force. Apply, with full particulars to Matron. (1652P)

WORCESTER ROYAL INFIRMARY

Junior Night Sister required. S.R.N., S.C.M. Salary according to Rushcliffe scale. Applications, giving two names for reference to matron. (1574P)

DERBYSHIRE ROYAL INFIRMARY, DERBY

Night Sister required, S.R.N., who is also a State-certified Midwife, must have had Ward Sisters' experience. Salary within the range of the Rushcliffe Scale and Superannuation Scheme. Apply with full particulars to Matron (584P)

CITY AND COUNTY OF BRISTOL

DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the following appointments, the rates of pay of which are in accordance with the Rushcliffe Reports.

The appointments are subject to medical examination and are superannuable.

NIGHT SISTER
Charterhouse-on-Mendip Hospital and Sanatorium, Blagdon, Nr. Bristol.
Salary £155 x £10—£205 plus £20 p.a. service allowance.

SISTER TUTOR.
Ham Green Fever Hospital and Sanatorium, Pill, Nr. Bristol.
Salary (Qualified)—£230 x £10—£285 p.a.

WARD SISTERS.
Charterhouse-on-Mendip Hospital and Sanatorium, Nr. Blagdon, Som.—Tuberculosis.
Southmead Hospital, Bristol—General.
Snowdon Road Hospital, Bristol—Chronic Sick—(291 beds.)
Ham Green Fever Hospital and Sanatorium, Pill, Nr. Bristol.
Frenchay Park Sanatorium, Bristol (for children)—medical and surgical—(106 beds)

STAFF NURSES.
(Candidates must not be subject to the Control of Engagement Order).
Staff Nurses are required at Ham Green Fever Hospital and Sanatorium (500 beds) and at Charterhouse-on-Mendip Fever Hospital and Sanatorium (100 beds).
Frenchay Park Sanatorium, Bristol (for children) (106 beds).
Snowdon Road Hospital, Bristol—General. (291 beds).

STAFF MIDWIVES.
Southmead Municipal General Hospital and Obstetric School for University of Bristol (163 maternity beds). Mortimer House, Clifton (35 beds).

MIDWIFE TEACHER'S COURSE.
Southmead Municipal General Hospital and Mortimer House Maternity Hospital.
Applications are invited for appointments as Staff Midwives from eligible persons not subject to the Control of Engagement Order who desire to take a Midwife Teacher's Course at the University of Bristol.

STUDENT NURSES.
Ham Green Fever Hospital and Sanatorium, Pill, Nr. Bristol. Number of beds, including Charterhouse-on-Mendip Hospital Annexe, 600.
Age not less than 17½ years. Two years' fever training. Successful candidates eligible to take two years' general training at Southmead Municipal General Hospital for S.R.N.
Posts unestablished, superannuable.

MALE NURSES. (Non-Resident)
Ham Green Hospital and Sanatorium, Pill, Nr. Bristol.

STAFF NURSES
Candidates must possess the T.A. Certificate.

STUDENT NURSES
To train for the T.A. Certificate.

Application forms can be obtained from the Matrons of the respective hospitals or from the Medical Officer of Health, Kenwith Lodge, Westbury Park, Bristol, 6. (1978P)

THE HAYWARDS HEATH HOSPITAL, SUSSEX
AFFILIATED TRAINING SCHOOL

Night Sister required end of April. Rushcliffe scheme in force. F.S.S. available. Uniform provided. Apply to Matron. (1777P)

CITY OF LEICESTER
ISOLATION HOSPITAL & SANATORIUM

Night Sister, S.R.N., S.R.F.N., required to work under Night Superintendent.

Some knowledge of tuberculosis an advantage. Ward sister's experience essential.

Salary in accordance with Rushcliffe Report.

The post is designated under the Local Government Superannuation Act, 1937, and for this purpose the successful candidate must pass a medical examination.

Forms of application may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester, and when completed, forms to be returned to the undersigned.

WILFRID CARR,
City Health Department, Secretary.
Grey Friars, Leicester. (1793P)

LANCASHIRE COUNTY COUNCIL
BIDDULPH GRANGE ORTHOPAEDIC HOSPITAL

Required at the above Hospital, **Night Sister** to work under Night Superintendent.

Salary as Rushcliffe Scale.

Applications, together with copies of two testimonials, to be sent to the Matron, Biddulph Grange Hospital, Biddulph, Stoke-on-Trent, as soon as possible.

F. HALL,
County Medical Officer of Health.
(1769P)

PETERBOROUGH AND DISTRICT MEMORIAL HOSPITAL (154+75 E.M.S. Beds)

Night Sister required S.R.N., S.C.M. Rushcliffe scale in force. Apply, giving Matron's name for reference to Matron, Midland Road. (1803P)

SAMARITAN FREE HOSPITAL FOR WOMEN, MARYLEBONE ROAD, LONDON, N.W1.

Night Sister required, S.R.N. and S.C.M. Must have held Ward Sister Post. Rushcliffe recommendations adopted. S.S.S.N. Apply, with full particulars to the Matron. (1844P)

BETHLEM ROYAL HOSPITAL, MONKS ORCHARD, BECKENHAM, KENT

Night Sister in Sole Charge (resident) required. Women's units only. To take duty (night and day) in alternate periods of three months. Candidates must be fully trained State Registered Nurses holding the Mental Certificate ; not over 35 years of age.

Salary and conditions in accordance with the Rushcliffe Report. Employers' contributions paid to the Federated Superannuation Scheme for Nurses.

This Hospital provides care and treatment for early cases of nervous and mental disorders of the curable type occurring in the educated classes.

Applications, stating age, particulars of training and experience, with copies of testimonials, to be sent to the Matron. (1948P)

ESSEX COUNTY HOSPITAL, COLCHESTER
(269 Beds)

Night Superintendent required, S.R.N., S.C.M, Rushcliffe scale of salary. F.S.S. in force. Apply the Matron. (1957P)

CORNELIA & EAST DORSET HOSPITAL, POOLE, DORSET.
(204 Beds)

Night Sister required S.R.N. and S.C.M. Salary according to Rushcliffe Scale. F.S.S. in force. Apply to Matron. (2001P)

BRACEBRIDGE HEATH HOSPITAL, NEAR LINCOLN

Applications are invited for the post of **Night Sister in Sole Charge.** Applicants must hold R.M.P.A. Certificate in Mental Nursing. Salary in accordance with Rushcliffe scales, £150 per annum, rising by annual increments of £10 to £200 per annum, plus allowance of £25, plus full residential emoluments valued at £100 per annum.

The appointment is subject to the provisions of the Asylum Officers' Superannuation Act, 1909.

Applications, together with copies of references, to be sent to the Medical Superintendent not later than March 31st, 1945. (1996P)

DEVIZES AND DISTRICT HOSPITAL, WILTSHIRE
101 BEDS—INCLUDING E.M.S.

Theatre Sister required. Salary according to Rushcliffe scale. Federated Superannuation scheme. Apply to Matron giving details of training and experience. (1783P)

ROYAL EYE HOSPITAL
ST. GEORGE'S CIRCUS, S.E.1. and SURBITON SURREY

Out-Patient and **Theatre Sister** required with Ophthalmic Certicate and experience. Rushcliffe Scale of salary. F.S.S. in force. Apply Matron. (1756P)

SAVERNAKE HOSPITAL, MARLBOROUGH,
(100 BEDS).
WILTS.
AFFILIATED TO THE RADCLIFFE INFIRMARY, OXFORD & THE BRISTOL GENERAL INFIRMARY.

Theatre Sister required immediately. Salary according to the Rushcliffe Scale. F.S.S. in force. Apply, giving particulars of training, experience, also Matron's name for reference, to the Matron. (1902P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the employment of Women (Control of Engagement) Order, 1943.

WELSH NATIONAL MEMORIAL ASSOCIATION

(i) Applications are invited from Nurses (S.R.) for the post of **Theatre and Post-Operative Ward Sister** (112 beds), at the North Wales Sanatorium, near Denbigh, North Wales. Opportunity for gaining experience in thoracic surgery.

Salaries according to the Rushcliffe scales. The Local Government Superannuation Act, 1937, is applicable to the Association. Applicants not already in superannuable employment must be under 45 years of age; the person appointed will be required to pass a medical examination.

Applications, stating age, qualifications and experience, and enclosing copies of two recent testimonials, should be sent immediately to the Matron.

(ii) There are vacancies for **Student Nurses** at the Glan Ely Tuberculosis Hospital, Fairwater, Cardiff. The Hospital is an affiliated training school and candidates are coached for their Preliminary State Examination and also for the Tuberculosis Association Certificate. Applicants must be 18 years of age, or over.

Salary first year, £65, second year, £70 per annum, with maintenance and uniform.

Apply, stating age and education, to the Matron immediately. (1935N)

BOUNDARY PARK GENERAL HOSPITAL, OLDHAM
(430 Beds)

Assistant Theatre Sister required. Good theatre experience essential. Salary in accordance with the Rushcliffe scale. Applications with two names for reference to be sent to the Matron. (1859P)

KENT COUNTY COUNCIL. COUNTY HOSPITAL, DARTFORD.

Applications are invited for the following appointments:—

Theatre Sister, S.R.N. Salary according to service within the appropriate "Rushcliffe" scale £130 to £180 a year, plus a departmental allowance of £10 a year, also an additional increment of £20 a year after 10 years' service as a Sister. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent by 3rd April, 1945.

W. L. PLATTS,
Clerk of the County Council.

County Hall,
Maidstone.
15th March, 1945. (2012P)

VICTORIA CENTRAL HOSPITAL, WALLASEY

Junior Theatre Sister required. Salary in accordance with the Rushcliffe scale. Apply, with particulars of training and experience, and Matron's name for reference to Matron. (1614P)

THE SKIN HOSPITAL, GEORGE ROAD, BIRMINGHAM, 15

Women's Ward and **Theatre Sister** required. Rushcliffe scale of salary. F.S.S.H.O. Apply with Matron's name for reference to Matron. (1799P)

KENT COUNTY COUNCIL LYMINGE INSTITUTION, NR. FOLKESTONE

Applications are invited for the following appointments:—

Sisters (3) S.R.N. Salary according to service within the appropriate Rushcliffe scale, £130 to £180 a year, plus a long service increment of £20 a year where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Institution, to whom completed applications should be sent by April 3rd, 1945.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
March 15th, 1945. (2009P)

ROTHERHAM HOSPITAL, DONCASTER GATE, ROTHERHAM
(General Hospital—150 Beds)

Holiday Relief Sister required for a period of six months.

Rushcliffe conditions. Federated Superannuation Scheme in force. Applications, stating age, particulars of experience and names of Matrons for reference, to be sent to the Matron. (1941P)

KENT AND SUSSEX HOSPITAL, TUNBRIDGE WELLS

Holiday Sister required for Annexe (convalescent patients). Salary according to Rushcliffe scale. Apply for application form to the Matron. (1944P)

WATH, SWINTON AND DISTRICT JOINT HOSPITAL BOARD
WATH WOOD HOSPITAL, WATH-UPON-DEARNE, NEAR ROTHERHAM

Ward Sister, S.R.N. and R.F.N., required at the above mentioned Hospital. Applicants must be experienced in Cubicle Block nursing. Rushcliffe scale of salary and conditions of service in operation. Superannuation in force.

Apply, with full particulars of age and experience with Matron's name for reference, to the Matron. (1942P)

THE ROYAL INFIRMARY, SUNDERLAND

Applications are invited for the post of **Sister-in-Charge** of the X-ray Department. Candidates must be State Registered Nurses. Salary according to Rushcliffe scale. Uniform provided. New Nurses' Home. Federated Superannuation scheme in force. Apply to the Matron, giving details of training and experience. (1946P)

LEICESTERSHIRE COUNTY COUNCIL

The Council invite applications for the following appointments, viz.:—

Sisters (S.R.N. and S.C.M.) at Market Harborough Institution.

Trainee Assistant Nurses at Bosworth Park Infirmary, Market Bosworth and Melton Mowbray Institutions.

Salaries, sick pay allowances, etc., in accordance with the Rushcliffe Report.

These appointments will be with residential allowances and uniform will be provided during employment. The provisions of the Superannuation Act apply to all appointments.

Applications in candidate's own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials, should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's Leicester, forthwith. (1962P)

DEWSBURY AND DISTRICT GENERAL INFIRMARY, DEWSBURY

Holiday Sister required to relieve in the wards and departments for a period of five months commencing May or June. Rushcliffe scale of salaries. Apply, with particulars of training and experience to the Matron. (2088P)

HERTFORDSHIRE COUNTY COUNCIL WELLHOUSE HOSPITAL, BARNET
(700 Beds)

Sisters required. Two for night duty, also one for Children's Ward. Must be S.R.C.N., and one **Junior Sister** for Theatre. Salary and conditions in accordance with Rushcliffe Report. The appointments will be subject to the Local Government Superannuation Act, 1937, and to medical examination.

Apply in writing, giving details of experience, to Matron, Wellhouse Hospital, Barnet. (2062P)

LONDON COUNTY COUNCIL

Departmental Sister required at Sutton emergency hospital Annexe (for neurogical cases), Banstead Wood, Surrey. Rushcliffe Committee salary scale and conditions of service. Candidates must hold general training certificate and recognized diploma of proficiency in mental or mental deficiency nursing. For application form, returnable by April 9th, 1945, send stamped addressed foolscap envelope to the Medical Officer of Health. (Sn), Mental Health Services, County Hall, Westminster Bridge, S.E.1. (2029P)

GLASGOW OPHTHALMIC INSTITUTION

Holiday Relief Sister (possibility of permanency) with good Theatre and Ward experience, but not necessarily in Ophthalmic work. Salary according to Taylor scale. F.S.S. in force. Applications to the Matron, Glasgow Ophthalmic Institution, 126, West Regent Street, Glasgow. (2004P)

CITY OF MANCHESTER

STUDENT NURSES wanted now and later at the following municipal hospitals:

TUBERCULOSIS SANATORIA (Affiliated training schools—minimum age 18 years.

Abergele Sanatorium (262 beds), Abergele, North Wales. £45, £50.

Baguley Sanatorium, near Altrincham, Cheshire. £45, £50.

GENERAL HOSPITALS (complete training schools—minimum age 18 years).

Crumpsall Hospital (1,400 beds), Delaunays Road, Crumpsall, Manchester 8. £40 by £5 to £50.

Withington Hospital (1,150 beds), West Didsbury, Manchester 20. £40 by £5 to £50.

INFECTIOUS DISEASES HOSPITAL (Training school—minimum age 17 years).

Monsall Hospital (600 beds), Newton Heath, Manchester 10. £40 to £45.

Salaries, etc., in accordance with the recommendations of the Report of the Rushcliffe Committee, with emoluments, board, residence and laundry, and uniform in addition.

All applications should be addressed to the Matrons of the establishments. (419/3P)

COUNTY BOROUGH OF PRESTON SHAROE GREEN HOSPITAL
(250 Beds)

Applications are invited for the post of **Ward Sister** from fully qualified and State Registered Nurses.

Salary in accordance with the Rushcliffe scale with full board, laundry and uniform.

The selected candidate must pass a medical examination.

Application forms and further details of appointment may be obtained from the Medical Superintendent, Sharoe Green Hospital, Fulwood, Preston, to whom they should be returned by Saturday, April 7th, 1945. (1972P)

GENERAL INFIRMARY, BURTON-ON-TRENT
(200 Beds, plus E.M.S.)

Holiday Sister, S.R.N., required. Salary according to the Rushcliffe scale. Federated Superannuation Scheme in force.

Apply, with full particulars, to the Matron. (1974P)

THE DERBYSHIRE HOSPITAL FOR SICK CHILDREN, DERBY
(84 Beds)
COMPLETE TRAINING SCHOOL

Holiday Sister required, R.S.C.N., S.R.N., for at least six months. Rushcliffe scale of salary. Federated Superannuation in force. Apply, with Matron's name, to Matron. (1980P)

QUEEN'S INSTITUTE OF DISTRICT NURSING, BARRY D.N.A.
(Seaside near Cardiff)

Two Queen's Nurses required immediately to live in Home. Good general work. Rushcliffe scale. F.S.S. Apply, Nursing Superintendent 57, Lower Belgrave Street, London, S.W.1 (2076P)

BOROUGH ISOLATION HOSPITAL, CHERRY TREE LANE, STOCKPORT
RECOGNISED TRAINING SCHOOL

Ward Sister required S.R.N., R.F.N. Salary Rushcliffe scale. Superannuation in force. Holiday allowance paid. Uniform provided, Apply, stating age and full particulars of training and experience with copies of testimonials and names for reference to Matron. (2041P)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
SISTER—"WYTHER HOSTEL"

Applications are invited for the post of **Sister** of a home for unmarried mothers and their babies from two weeks to one year old (30 beds and 30 cots). Mothers may also be admitted for antenatal care. The home is conveniently situated on the outskirts of the city.

Applicants should be S.R.N. or R.S.C.M. with experience in the care of infants and should be interested in the social aspects of the work.

Salary will be in accordance with the Rushcliffe scale. Applications on a form to be obtained from the undersigned, together with copies of three recent testimonials endorsed "Sister (Wyther)" should be delivered at the Health Department, 12, Market Buildings, Vicar Lane, Leeds, 1, not later than 10 a.m. on Monday, April 6th, 1945.

Canvassing in any form, either directly or indirectly will be a disqualification.

J. JOHNSTONE JERVIS,
Medical Officer of Health. (2017P)

WEST KENT GENERAL HOSPITAL (INCORPORATED) MAIDSTONE
(135-250 E.M.S. Beds)

Sister required for Children's Ward, end of May. Preference given to applicants S.R.N. and R.S.C.N. Salary, according to Rushcliffe scale. F.S.S.N. in force. Apply, the Matron. (2018P)

YORK COUNTY HOSPITAL

Ward Sister required for holiday relief, for the 1st May. Salary according to Rushcliffe scale. F.S.S. in force. Apply, giving particulars of training and experience, also Matron's name as reference, to the Matron. (2039P)

BIDEFORD AND DISTRICT HOSPITAL
AFFILIATED TRAINING SCHOOL

Required, **Junior Sister.** Salary according to Rushcliffe scheme. F.S.S. in force. Apply Matron. (2034P)

THE WILLESDEN GENERAL HOSPITAL HARLESDEN ROAD, N.W. 10.

Relief Sister required for Out-Patient and Casualty Department, probably 4 months. Salary, Rushcliffe Scale. Apply Matron. (1992P)

SALOP MENTAL HOSPITAL, SHREWSBURY

Holiday Relief Sister (S.R.N. and Final R.M.P.A. Cert.), required at the above Hospital, with possible promotion later. Salary as per Rushcliffe scale. Applications to be sent to the Matron before April 14th. (2070P)

POOLE JOINT SANATORIUM BOARD POOLE SANATORIUM, NUNTHORPE, NEAR MIDDLESBROUGH
New Modern Sanatorium of 315 Beds.

Applications are invited for the following appointments:—

(a) **Ward Sister.** Candidates must be State Registered Nurses and will be required to pass a satisfactory medical examination. The salary and emoluments will be as recommended in the Rushcliffe Report, and the appointment will be superannuated under the Local Government Superannuation Act, 1937.

(b) **Student Nurses.** The salary and emoluments will be as recommended in the Rushcliffe Report and candidates will be required to pass a satisfactory medical examination. Candidates of 17 years of age and over will be subject to the Local Government Superannuation Act, 1937.

Application forms can be obtained from the Matron, Poole Sanatorium, Nunthorpe, near Middlesbrough, to whom they should be returned when complete.

G. S. McINTIRE,
Clerk.

March 16th, 1945. (2003P)

NORTH RIDING INFIRMARY, MIDDLESBROUGH
WARD SISTER

Above appointment vacant for Male Ward, medical and surgical. Salary according to Rushcliffe scale. Apply, giving particulars of training, experience and names for reference to Matron. (1872P)

PONTEFRACT GENERAL INFIRMARY AND THE HYDES HOSPITAL
(Recognised Training School)—112 Beds)

Ward Sister required S.R.N., for Women's Ward. F.S.S. in force. Salary according to Rushcliffe scale. Apply, with full particulars to Matron.

Also **Holiday Sister** required S.R.N., salary according to Rushcliffe scale. Apply, with full particulars to Matron. (1873P)

ROYAL LIVERPOOL UNITED HOSPITAL, DAVID LEWIS NORTHERN HOSPITAL, LIVERPOOL, 16

Junior Sister required for Private Wing (S.R.N.). Salary according to Rushcliffe scale. Federated Superannuation Scheme in force. Application stating age, religion, particulars of training and subsequent experience, together with Matron's name for reference, to be sent to Matron, David Lewis Northern Hospital, Liverpool, 16. (1890P)

BOLINGBROKE HOSPITAL, WANDSWORTH COMMON, LONDON S.W.11
(135 BEDS)

Medical Ward Sister required. Salary according to the Rushcliffe scale. Apply, with full particulars of training, and three recent testimonials to the Matron. (1911P)

SOUTHEND-ON-SEA GENERAL HOSPITAL
(VOLUNTARY).

Holiday Sister required. April till October 31st. S.R.N., S.C.M. Rushcliffe Scale. Apply Matron. (1887P)

TAUNTON AND SOMERSET HOSPITAL

Ward Sister required, S.R.N., with Orthopaedic experience, also **Relief Sister.** Salaries according to Rushcliffe scale. Apply with full particulars to the Matron. (1849P)

SISTER-IN-CHARGE FOR MOTHERS AND BABIES' HOSTEL

Cases of V.D. in pregnancy, 24 adult beds. Associated with Royal Free Hospital venereal diseases and maternity departments. S.R.N. and S.C.M. V.D. experience desirable. Interest in social side essential. Commencing salary £200 Rushcliffe scale.

Application by letter to Dr. Muriel Williams, 70, Palace Gardens Terrace, W.8, before April 30th. (1874P)

NORWOOD AND DISTRICT COTTAGE HOSPITAL, S.E.19

Holiday Sister required. Rushcliffe scale of salaries. Apply to the Matron. (1905P)

HOVE GENERAL HOSPITAL, HOVE

Holiday Sister required by May 1st. Theatre experience an advantage. Rushcliffe Scheme adopted. Superannuation Scheme in force. Applications stating age, with full particulars, to Matron. (1860P)

COUNTY BOROUGH OF SOUTHAMPTON BOROUGH GENERAL HOSPITAL.

Ward Sister is required for the Maternity Unit at the above Hospital. The Rushcliffe Report has been adopted, and the commencing salary and conditions under the Rushcliffe Scheme will be applicable to the appointment.

Application form may be obtained from the Medical Officer of Health, Civic Centre, Southampton.

H. C. MAURICE WILLIAMS,
Medical Officer of Health. (1903P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

CITY AND COUNTY OF NEWCASTLE UPON TYNE
GILSLAND MATERNITY HOME

Applications are invited for the post of **Midwifery Sister** at the above Maternity Home. Applications must be State-registered Nurses, holding the Central Midwives' Board Certificate. Salary £150-£200 per annum, according to experience, together with board-residence, laundry and uniform.

The successful candidate will be required to contribute under the Local Government Superannuation Act, 1937, for which purpose she must pass a medical examination.

Applications, stating age, nationality, particulars of training, qualifications and experience, and accompanied by copies of two recent testimonials, should be forwarded immediately to the Matron Gilsland Maternity Home, Gilsland Cumberland. (1822P)

ROYAL UNITED HOSPITAL, BATH
(380 Beds)

Holiday Sister for relief duties in Wards and Departments of the Hospital. Rushcliffe rates of Salary and Federated Superannuation Scheme in force. Apply, with full particulars to the Matron. (1805P)

BIRSLEY HILL SANATORIUM, HALESOWEN
WARD SISTER

Candidates must be State-registered nurses, preferably with T.A. certificate. Rushcliffe Salary. Apply to Matron. (1809P)

ROYAL CORNWALL INFIRMARY TRURO
(250 Beds)

Relief Ward Sister required, must be S.R.N. Rushcliffe scale of salary, F.S.S. in force. Apply, giving full particulars to the Matron. (1762P)

PETERBOROUGH AND DISTRICT MEMORIAL HOSPITAL (154+75 E.M.S. Beds)

Sister required for Private Block of 8 beds and Centre Relief. Ruchcliffe scale and F.S.S.N. in force. Apply, giving Matron's name as reference to The Matron, Midland Road. (1804P)

LADY FORESTER HOSPITAL, BROSELEY, SHROPSHIRE
(22-30 Beds, including 8 Maternity)

Junior Sister required, for alternate day and night duty. S.R.N., S.C.M. Rushcliffe scale of salary. F.S.S. in force.

Apply, giving full particulars and names for reference, to Matron. (1780P)

DEVIZES & DISTRICT HOSPITAL, WILTSHIRE
(101 Beds)—INCLUDING E.M.S.

Ward Sister required for Surgical block. Salary according to Rushcliffe scale. Federated Superannuation scheme. Apply to Matron giving details of training and experience. (1784P)

KENT COUNTY OPHTHALMIC AND AURAL HOSPITAL, MAIDSTONE

Required **Sister-in-Charge.** Women and Children's E.N. Throat wards, 25 beds and cots: Must be S.R. Nurse, with ear, nose and throat certificate or the special experience.

Sister-in-Charge. Men's E.N. and Throat wards, 8 beds, qualifications as above.

Relief holiday sister. Preferably with some administrative experience. Apply, with full particulars to Matron. (1603P)

ONGAR AND DISTRICT MEMORIAL HOSPITAL, ONGAR, ESSEX
(26 Beds)

Senior Sister required, S.R.N., S.C.M. Theatre experience. Able to relieve Matron's off duty. Rushcliffe scale of salary, etc.

Apply with Matron's name for reference to the Matron. (1731P)

VICTORIA CENTRAL HOSPITAL, WALLASEY

Holiday Sister required. May-October. Salary in accordance with the Rushcliffe scale. Apply with particulars of training and experience and Matron's name for reference to Matron. (1615P)

OVERSEAS EMPLOYMENT

The SUDAN NURSING SERVICE requires Nurses, not more than 32 years of age. Must be State Registered and have passed first examination of Central Midwives Board. A proportion to be State Certified Midwives. Contract two years with possible renewal subject to passing examination in elementary Arabic. Free quarters, light, fuel, but not board. Salary £E.168 with increase £E.24 every two years to maximum of £E.264 p.a. plus fixed consolidated allowance of £E.192 p.a. (£E.1 equals £1 0s. 6d.). Outfit allowance £E.50 on first appointment. Gratuities on annuities according to age, length of service and position payable after ten years' service. Further promotion by selection.

Applications in writing (no interviews) stating date of birth, full details of qualifications and experience and quoting reference No. 05791.S, should be addressed to the Ministry of Labour and National Service Appointments Department, Sardinia Street Kingsway, London, W.C.2. (25P)

ROYAL LONDON OPHTHALMIC HOSPITAL

(MOORFIELDS EYE HOSPITAL), CITY ROAD, E.C.1.

(Affiliated with Guy's Hospital, Charing Cross Hospital, and St. Mary's Hospital, Paddington).

Student Nurses required to enter Preliminary Training School on 16th April next. Matriculation or School Leaving Certificate required. Two years' training. Salary in accordance with the Rushcliffe Committee Report.

Examination held and Certificate and Moorfields Badge given to successful candidates. Apply Matron. (419/28P)

THE ALEXANDRA HOSPITAL, STOCKWOOD PARK, LUTON
(CHILDREN'S ORTHOPAEDIC)
(75 Beds)

Ward Sister, S.R.N. required April 1st for Infants' Ward. Salary in accordance with the Rushcliffe Scale. F.S.S. in force. Apply with particulars and Matrons' names for reference, to Matron. (1478P)

ROYAL HOSPITAL & HOME FOR INCURABLES WEST HILL, PUTNEY, S.W.15.

Holiday Sister required as soon as possible Rushcliffe scale salary. F.S.S.N. and H.O. in force. Apply Matron. (612P)

ROYAL HOSPITAL & HOME FOR INCURABLES WEST HILL, PUTNEY, S.W.15

Relief Sister required for evacuated patients near Glasgow, and afterwards as Holiday Sister here. Apply Matron. (282P)

CITY OF BIRMINGHAM

Ward Sisters required. Remuneration and conditions of service in accordance with the Rushcliffe Recommendations for Mental Nurses. Salary scale £150, rising by annual increments of £10 to £200 and further £20 after 10 years' service on the scale. Application forms may be obtained from the Medical Superintendent, Coleshill Hall Certified Institution for Mental Defectives, Coleshill, near Birmingham. (111P)

CHILDREN'S ORTHOPAEDIC HOSPITAL DALE ROAD, MARPLE, CHESHIRE
(62 Beds)

Ward Sister required. Orthopaedic experience an advantage. Rushcliffe scale of salaries. F.S.S. Apply Matron. (1152P)

BOROUGH OF HENDON ISOLATION AND EMERGENCY HOSPITAL, GOLDSMITH AVENUE, HENDON, N.W.9

Required **Ward Sisters** (K.F.N., S.R.N.) Salary and conditions in accordance with Rushcliffe Recommendations. Superannuation Scheme in force, medical examination necessary. Write to Matron for application form. (1747P)

THE ROYAL CANCER HOSPITAL (FREE) FULHAM ROAD, LONDON, S.W.3

Ward Sister required C.M.B. and previous experience as a Sister not essential. Salary in accordance with the Rushcliffe scale. Federated Superannuation scheme in force. Apply, the Matron. (1749P)

CITY OF BIRMINGHAM COLESHILL HALL

Coleshill Hall, a colony for mental defectives of all ages and both sexes, consists of two divisions situated at Coleshill and Marston Green respectively, each about ten miles from Birmingham.

Applications are invited from State Registered Nurses who are qualified mental nurses for the appointment of **Departmental Sister** at the Coleshill Division, at the remuneration specified in the Rushcliffe Recommendation for Mental Nurses, namely £170, rising by annual increments of £10 to £220 and further £20 after 10 years' service on the scales, together with emoluments valued at £100 per annum for superannuation purposes.

The appointment is subject to the provisions of the Asylums and Certified Institutions (Officers' Pensions) Act, 1918, and the selected candidate will be required to pass a medical examination.

For lists of duties and forms of application apply to the Medical Superintendent, Coleshill Hall, Coleshill, near Birmingham. (110P)

THE ROYAL CANCER HOSPITAL (FREE) FULHAM ROAD, LONDON, S.W.3

Holiday Sister required. Salary in accordance with the Rushcliffe scale. Federated Superannuation scheme in force. Apply, the Matron. (1750P)

WILLESDEN DISTRICT NURSING ASSOCIATION

Queen. State Registered Nurses to qualify for Queen's Roll. Cyclist preferred. Rushcliffe Scale of salary. Federated Superannuation Scheme in force. Apply Superintendent, Willesden District Nursing Association, 19, Park Avenue, Willesden Green, N.W.2. (32P)

QUEEN'S INSTITUTE OF DISTRICT NURSING—SCOTTISH BRANCH
DISTRICT TRAINING

Applications are invited from State Registered Nurses.

Midwifery training is given after completion of District Training. Applicants holding the first Certificate are given Part II Training under the institute provided that entry for District Training is made immediately after completion of Part I Training.

Salaries are in accordance with Taylor Report.

Apply Superintendent for Scotland, 26, Castle Terrace, Edinburgh. (17P)

LINCOLN COUNTY HOSPITAL, LINCOLN
(VOLUNTARY HOSPITAL—200 Beds)

Two **Assistant Physiotherapists** (resident) required; must be fully qualified. Salary £120 to £150 p.a. according to experience. Applications to Matron. (1761P)

KENT AND SUSSEX HOSPITAL, TUNBRIDGE WELLS

Holiday Physiotherapist required, May to October. Salary according to the B.H.A. scale and superannuation. Apply, giving details of age, qualifications and experience and two names for reference, to the Matron. (1945P)

HERTFORDCOUNTY HOSPITAL, HERTFORD

Assistant Physiotherapist, resident or non-resident. Applications are invited from fully qualified Physiotherapists. Scale of salary for newly qualified candidates, £100 per annum increasing to £130 per annum after one year's experience, with annual increments of £10. Non-residents will receive £100 per annum additional allowance. Overalls provided. Federated Superannuation Scheme in force. Apply, with full particulars, to the Matron. (1969P)

CITY OF MANCHESTER CRUMPSALL HOSPITAL
(1,400 Beds)

Physiotherapist (non-resident) required. Candidates should have the Certificates of the C.S.P. in massage, medical gymnastics, electricity, light and electro-therapy. Salary, including cost of living wages additions, £298 5s. 0d. per annum, rising by two annual increments to £308 5s. 0d., less deductions for uniform and meals supplied on duty, subject to the terms and conditions of the Corporation Grading Scheme. Corporation Superannuation Scheme. Applications are to be addressed to the Matron at Crumpsall Hospital, Manchester, 8, as soon as possible. (1999P)

ROYAL HALIFAX INFIRMARY, HALIFAX

Assistant Masseuse required. Salary according to C.S.P. Scale, and F.S.S. is in force. Candidates may be resident or non-resident. Apply with particulars of qualifications and experience to the Matron. (45P)

THE ROYAL NATIONAL THROAT, NOSE AND EAR HOSPITAL GRAY'S INN ROAD, W.C.1

There is a vacancy for a **Staff Nurse** at the above Hospital. Post-Certificate training in E.N.T. Surgery. Lectures by the Honorary Staff and a Certificate given. Applicants must be S.R.N. Rushcliffe scale. F.S.S. in force. (1961P)

CITY OF BIRMINGHAM

PUBLIC HEALTH DEPARTMENT
HOSPITALS SECTION

PROBATIONER NURSES
General Hospitals

Dudley Road Hospital, Birmingham 18, and Selly Oak Hospital, Birmingham 29. Complete General Training Schools. Three years' training (excluding trial period). Salary £40, £45 and £50 p.a. for first, second and third year respectively. Candidates taken at 17½ years of age.

Infectious Diseases Hospital, Little Bromwich Hospital, Birmingham 9. Fever training School. Two years' training. Affiliated with the General Hospitals for shortened General training. Salary £40 and £45 p.a. Candidates taken at 17 years of age. (7P)

BOROUGH OF WALTHAMSTOW SANATORIUM, LARKS HALL ROAD, CHINGFORD, E.4.

Staff Nurses, R.F.N., required, or General trained nurses for Fever Training. 170 Beds. Living condition and salary as recommended by Rushcliffe Report. Uniform provided. March 9th, 1945. (1852P)

THE LONDON CHEST HOSPITAL, VICTORIA PARK, LONDON, E.2

Staff Nurses required to train for Tuberculosis Association Certificate. Lectures given by Honorary Staff. Rushcliffe Scale and F.S.S. in force. Apply Matron. (37P)

THE PRINCESS ELIZABETH ORTHOPAEDIC HOSPITAL, EXETER

Required **Staff Nurses,** S.R.N., to take one years' training for Orthopaedic Certificate.

Salary and conditions as Rushcliffe scale. Apply to the Matron. (1875P)

LANCASTER AND DISTRICT ISOLATION HOSPITAL, SLYNE ROAD, LANCASTER

Two Assistant Nurses required for Pulmonary Tuberculosis Pavilion attached to the Lancaster Isolation Hospital. Previous nursing experience not essential.

Student Nurses also required for two years' Fever Training. Age from 17 years.

Salary and emoluments in accordance with the Rushcliffe scale. These posts are designated under the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination. Applications, stating age, qualifications, and experience (if any), together with copies of two testimonials, to be forwarded to the Matron. (1987P)

LONDON COUNTY COUNCIL ST. BERNARD'S HOSPITAL
(For Nervous and Mental Disorders)
SOUTHALL, MIDDLESEX

Student Nurses required, aged 17 and over. Rushcliffe Committee salary scale, commencing at £70 a year, with board, lodging, laundry and uniform free. Full training course for mental nursing certificate. Excellent promotion prospects. Four weeks annual holiday. Married women accepted. Living out allowance (£55 a year) paid to non-residents. Free rail voucher from home to hospital. Application form from Matron. (2031P)

MANCHESTER CORPORATION BAGULEY SANATORIUM, NR. ALTRINCHAM, CHESHIRE
(421 Beds)

Student (Probationer) Nurses. Aged 18 years and over. Training given for the certificate of the Tuberculosis Association. (Affiliated Training School). Salaries, etc., in accordance with the recommendations of the Rushcliffe Committee. Manchester Corporation Superannuation Scheme. Apply to the Matron at the Sanatorium. (1998P)

COUNTY BOROUGH OF WEST HAM PLAISTOW FEVER HOSPITAL
(210 Beds)

Applications are invited for the posts of **Student Nurses** at the Plaistow Fever Hospital, Samson Street, Plaistow, E.13. School-leaving certificate or the equivalent is desirable, but not essential.

Salary for the posts is in accordance with the Rushcliffe Committee's Report, plus an additional 10 per cent. increase. Uniform will be provided, and the residential allowances, conditions of service, sick pay and holidays will all be in accordance with the recommendations of the Rushcliffe Report, as adopted by the Council.

The appointments will be subject to a medical examination in connection with the Local Government Superannuation Act, 1937, and to the statutory deductions from the salary.

Applications should be made in candidate's own hand writing, stating age, and experience and sent to the Matron, Plaistow Fever Hospital, Samson Street, Plaistow, E.13, as soon as possible. (2027P)

WEYMOUTH AND DISTRICT HOSPITAL, WEYMOUTH, DORSET
(118 Beds, plus E.M.S. Beds)
STUDENT NURSES

There are vacancies for **Student Nurses.** A good standard of education is required. Instruction is given by Medical and Surgical Staff, and resident Sister Tutor.

Salary according to Rushcliffe Committee scale. Apply for application forms and particulars to the Matron. (2019P)

HERTFORD COUNTY HOSPITAL, HERTFORD

Complete Training School for Nurses, approved by the General Nursing Council. There will be vacancies in the Preliminary Training School in September for a limited number of candidates. Early application should be made. Prospectus and forms of application can be obtained from the Matron. (1970P)

CITY OF NORWICH ISOLATION HOSPITAL
(TRAINING SCHOOL FOR FEVERS).

Student Nurses wanted for Fever Training, age 18 to 25 years. Salary in accordance with Rushcliffe recommendations, i.e., £40 first year, £45 second year. Apply to the Matron, City Isolation Hospital, Bowthorpe Road, Norwich. (1991P)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

MUNICIPAL GENERAL HOSPITAL, BURNLEY, LANCS.

Student Nurses required. The Hospital comes within the Emergency Hospital Scheme and is approved for the examination of the General Nursing Council. Instruction is given by consulting medical staff and resident Sister Tuor. 250 beds. A good standard of education is required. Age 18—28 yrs. Salary first year £40, second year £45, third year £50, with full board and indoor uniform. Apply for forms and particulars to the Matron. (1994P)

LANCASHIRE COUNTY COUNCIL

Student Nurses required for two years' training at the Wrightington Hospital, Appley Bridge, near Wigan (349 beds, 280 non-pulmonary patients adults and children, and 69 pulmonary patients). Salary and emoluments in accordance with the Rushcliffe Committee's scale. The Hospital is affiliated with the Bury, Warrington and Wigan General Hospitals, and nurses can take the Preliminary State Examination at the end of two years and then transfer to one of the affiliated hospitals where one year is remitted from their general training.

Nurses are also trained for the examination of the Tuberculosis Association and on passing receive a grant of £10. The Hospital is well equipped and is visited regularly by consultant surgeons. Good recreation facilities are provided and generous off-duty time is given. Two free bus passes to Wigan are allowed each week.

Candidates must be medically examined, and if 18 years of age or over, must contribute to the Superannuation Fund.

Applications with copies of two testimonials to be forwarded to the Matron, Wrightington Hospital, Appley Bridge, near Wigan.

County Offices. G. LISSANT COX,
Preston. Central Tuberculosis Officer.
March 10th, 1945. (1939P)

KENT AND SUSSEX HOSPITAL, TUNBRIDGE WELLS
PRELIMINARY TRAINING SCHOOL

There are vacancies for **Student Nurses** for 14th May. A good standard of education is required. Apply for full particulars to the Matron. (1943P)

THE STOCKPORT INFIRMARY

There are vacancies for **Six Student Nurses** in the Preliminary Training School, commencing May 14th, 1945. Candidates must have good education. Age 18-30. Salaries and conditions as Rushcliffe scale. Apply, with full particulars, to Matron. (1955P)

BOOTLE GENERAL HOSPITAL,
BOOTLE, LIVERPOOL, 20

Required **Student Nurses,** age 18-30. Must be healthy and well educated. Preliminary Training School. Salary according to Rushcliffe scheme, £40, £45, £50. Federated Superannuation scheme adopted after first year.

Apply Matron. (1634P)

THE SHEFFIELD SCHOOL OF NURSING (incorporating Royal Sheffield Infirmary and Hospital, The Jessop Hospital for Women and The Children's Hospital, which is also a recognised Training School for Sick Children's Nurses).

Applications are invited from girls of good education for training in **General Nursing** (age of entry 18 years and over) and for training in **Sick Children's Nursing** (age of entry 17 years and 9 months and over).

Applications and enquiries to be made to the Supervising Tutor, The Sheffield School of Nursing, St. Georges' Terrace, Sheffield, 3. (413/15P)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM
Recognised Training School for the General Nursing Council's Examinations in Fevers

Student Nurses required. Training 2 years and 3 months. Age from 17½ years. Salary £45 first year and £50 second year. Uniform supplied. Lectures given by the Medical Staff and Sister Tutor.

Forms of application may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester.

WILFRID CARR
City Health Department, Secretary.
Grey Friars,
Leicester. (1757P)

CITY SANATORIA, BIRMINGHAM,
(Affiliated with Dudley Road Hospital)
PROBATIONER NURSES

Four years' training. Rushcliffe salary and conditions of service. Apply to Miss Davies Matron, City Sanatorium, Yardley Green Road, Birmingham. (1811P)

MUNICIPAL GENERAL (ST. LUKE'S) HOSPITAL, BRADFORD

Student Nurses. Applications are invited from candidates of good education. Minimum age, 17½ years. Preliminary Training School. Sister Tutors in residence. Salary and conditions according to the Rushcliffe scale. Apply to the Matron. (1833P)

THE BOLTON ROYAL INFIRMARY, LANCS.
TRAINING SCHOOL FOR NURSES
APPROVED BY THE GENERAL NURSING COUNCIL
(270 Beds)

Student Nurses required, age 18 to 30 years. Salary, emoluments, and conditions of service in accordance with Rushcliffe scales.

Applications from Student Nurses registered on one of the supplementary State Registers will also be considered for two years' general training.

Apply for full particulars to Matron. (1831P)

BUSHEY AND DISTRICT HOSPITAL, BUSHEY HEATH, NR. WATFORD

Student Nurses required. Affiliated training. Rushcliffe scale of salaries. Apply to Matron. (1846P)

BOROUGH OF WALTHAMSTOW SANATORIUM, LARKS HALL ROAD, CHINGFORD, E.4

Student Nurses from 18 years are required for 2 years training in Infectious Diseases. Salary £40—1st year, £45—2nd year. Uniform provided. Living conditions as recommended by Rushcliffe Report. Apply to Matron. (1854P)

BOLINGBROKE HOSPITAL INCORPORATED WANDSWORTH COMMON, LONDON, S.W.11
(135 Beds)
TRAINING SCHOOL FOR NURSES

There are vacancies for **Student Nurses,** 18-30 years. Resident Sister Tutor. Uniform provided Salary first year, £40. Apply to the Matron. (1912P)

THE ROYAL HOSPITAL, WOLVERHAMPTON
(INCORPORATED UNDER CHARTER)
(340 Beds)

Vacancies for well educated girls as Probationers, age 18-30 years. Preliminary training school. Free midwifery training (Part 1) may be taken in fourth year if so desired. Uniform provided. Scholarships available for specialised training after State-registration.

A course for girls of 17 years may be taken in the women's department before general training. Uniform provided.

Full particulars may be obtained from the Matron, who will be pleased to interview parents and girls by appointments, Wolverhampton. (419/1P)

VICTORIA HOSPITAL, BURNLEY
(169 Beds)

Student Nurses required, age 17½ years to 30 years. Salary according to the Rushcliffe Scale. Uniform provided. Resident Sister Tutor. Apply to the Matron for forms of application. (15P)

ASHFORD HOSPITAL, KENT
(90 + 40 E.M.S. Beds)

Student Nurses required. 17-30 years of age. Preliminary Training School 8 weeks. Salary according to Rushcliffe Report. Uniform provided. Apply for forms and particulars to the Matron. (1086P)

THE GENERAL INFIRMARY AT LEEDS
(825 Beds)
APPROVED TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses** for increase of staff. A good standard of education is required.

Nurses on Supplementary, Children or Fever Registers accepted as second-year Nurses for three years' training.

Salary according to the Rushcliffe Scale. Age 18-30 years.

Applications should be made to the Matron, who will be pleased to interview parents of girls of school-leaving age interested in the nursing profession. (908P)

WILSON HOSPITAL, MITCHAM, SURREY
COMPLETE TRAINING SCHOOL FOR NURSES

Student Nurses required, aged 18-30, must be well educated, strong and healthy. Salary according to Rushcliffe Scale. Lectures given by resident Sister Tutor and Honorary Staff. Full particulars may be obtained from Matron. (960P)

ROYAL BERKSHIRE HOSPITAL, READING
TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses** for increase of Staff. A good standard of education is required. Age 18-30, for three years' training. Candidates are also received between 17 and 18 years of age for one year's preliminary training at the Branch Hospital. Rushcliffe Scale of salaries. For particulars apply to Matron. (5P)

MILLER GENERAL HOSPITAL, GREENWICH HIGH ROAD, S.E.10
(172 Beds)

Vacancies for **Student Nurses** for general training —9½ years; age 18-32; Preliminary Training School—**Resident Sister Tutor;** must be well educated. Rushcliffe scale of salaries. Apply to Matron. (611P)

STOCKTON AND THORNABY HOSPITAL STOCKTON-ON-TEES.
(135 Beds)

Student Nurses required. 18-28 years, strong good education essential, three years training. Rushcliffe Scale and conditions in force Apply to the Matron. (59P)

HULL ROYAL INFIRMARY
APPROVED TRAINING SCHOOL FOR NURSES
Approved Training School for Nurses

The Hospital provides a 4-year course of training (3 years for nurses on supplementary registers), and there are at present vacancies for **Student Nurses.**

Approved candidates are received into the Preliminary Training School for 10 weeks training before entering the wards.

Remuneration: Rushcliffe Scale. For further particulars apply to the Matron. (1087P)

ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7
STUDENT NURSES

Candidates of good education between the ages of 18 and 33 are received into the Preliminary Training School for nine weeks' training (without fees) before entering the Wards. Salary, superannuation and conditions of service in accordance with the Rushcliffe scale. On completion of four years' training selected nurses have the eopportunity of training for the C.M.B. examination. Apply to Matron for full particulars and dates of earliest vacancies. (14P)

MANSFIELD AND DISTRICT GENERAL HOSPITAL, NOTTS.
TRAINING SCHOOL FOR NURSES

Student Nurses required, age 18 to 30 years. Good education essential. Rushcliffe Scale of salaries. Lectures given by Honorary Staff and Sister Tutor.

Apply for further particulars to Matron. (56P)

LONDON CHEST HOSPITAL, VICTORIA PARK, E.2

Vacancies for **Student Nurses,** 18-30 years. Central Preliminary Training School. Good standard of education required. Rushcliffe salary scale. Apply to Matron. (24P)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW, LONDON, E.17
(118 Beds)
RECOGNISED TRAINING SCHOOL

Resiednt Sister-Tutor. There are vacancies for well-educated **Probationers.** Four years' training, inclusive of trial period. Central Preliminary Training School. Salary according to Rushcliffe Scale. Uniform provided. Day off weekly. Federated superannuation scheme in force.

Apply for forms and particulars to the Matron . (6P)

ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN, WATERLOO ROAD, S.E.1
(RECOGNISED TRAINING SCHOOL)

Applications are invited from well educated girls for 3½ years' training as **Nurses.** Minimum age 17 years. Preliminary training school in existence. Part of the training will be spent at the Sector Hospital, Chertsey. Salary £40, £45, £50 and £60. Uniform provided. Holiday and sick allowances given. Forms of application may be obtained from the Matron. (11P)

THE COVENTRY AND WARWICKSHIRE HOSPITAL, COVENTRY
APPROVED TRAINING SCHOOL FOR NURSES

There are vacancies for **Probationer Nurses,** age 17½ to 32 years.

Salary according to Rushcliffe Scale.

Next Preliminary Training School commences March 5, 1945.

For full particulars apply to Matron and Superintendent of Nurses. (521P)

KING EDWARD VII HOSPITAL, WINDSOR

Probationers required. Candidates must be strong and well educated. Age 18 to 30. Salary £40, £45 and £50.

Apply for forms and particulars to the Matron. (462P)

ROTHERHAM HOSPITAL
(APPROVED TRAINING SCHOOL FOR NURSES)

There are vacancies for **Student Nurses** (age 18-32) for increase of staff. A good standard of education is required. Training lasts for three years. Nurses are coached throughout by a Resident Sister Tutor. Salary First Year £40, Second Year £45, Third Year £50, with full board, residence, uniform and laundry. Forty-eight-hour week. Annual holiday on full salary and board allowance given. Apply the Matron, Rotherham Hospital, Doncaster Gate, Rotherham. (513P)

LORD MAYOR TRELOAR CRIPPLES' HOSPITAL, ALTON, HANTS.
(400 Beds)

Affiliated with the Westminster Hospital, The Hospital for Sick Children, Great Ormond Street, and the Royal Hampshire County Hospital, Winchester.

There are early vacancies for **Student Nurses.** Candidatees are received at the age of seventeen, and must have good health and be well educated. Salary in accordance with the Rushcliffe Report. Federated Superannuation Scheme in force after first year.

Candidates are prepared for the Preliminary State Examination, and for the Orthopaedic Examinations for the Central Council for the Care of Cripples.

Student Nurses may compete for the Dame Annie Treloar Scholarship, value £25.

Send stamped addressed envelope to the Matron for application form. (35P)

THE ROYAL NATIONAL THROAT, NOSE AND EAR HOSPITAL, GRAYS INN ROAD, LONDON, W.C.1
Affiliated to the Royal Free Hospital for General Training.

There are vacancies in the Preliminary Training School for **Student Nurses** at the above Hospital. Nurses may qualify for an additional certificate in Ear, Nose and Throat surgery. Applications to Matron, interviews by arrangement, or any Tuesday at 11 a.m. (411P)

DUMFRIES AND GALLOWAY ROYAL INFIRMARY.
(230 Beds.)

There are vacancies for **Student Nurses.** A good standard of education is required. Preliminary Training School established. Minimum age, 18 years. Salary, £40, £45, £50 and £60. Application forms may be obtained from the Matron. (1295P)

NORTHAMPTON GENERAL HOSPITAL
4,106 Beds

Student Nurses required. Four years training. Vacancies for September, 1945, and January, 1946. Preliminary Training Schools. 12 weeks course. Salaries according to Rushcliffe scale, good educational standard required. Apply to Matron. (1593P)

NORTH RIDING INFIRMARY MIDDLESBROUGH

Probationer Nurses required from 18 to 30 years of age, must be well educated. Salary and conditions according to Rushcliffe Scale. S.F.N. nurses accepted for reduced period of training. Apply for application forms to Matron, North Riding Infirmary, Middlesbrough. (471P)

CHELSEA HOSPITAL FOR WOMEN, S.W.3
AFFILIATED TRAINING SCHOOL

Vacancies for **Probationers'** Preliminary Training School. Applicants must be well educated. Age from 18 years. Apply Matron. (19P)

HUDDERSFIELD ROYAL INFIRMARY

There are vacancies for women of good education **Student Nurses** at the Preliminary Training School. They will be coached throughout by a Resident Sister-Tutor. Ward work is undertaken after a three months' course in the school and the training lasts for three years.

Salary, 1st year, £40; 2nd year, £45; 3rd year, £50, plus board, residence, uniform and laundry. Federated superannuation scheme in force. Nurses who have passed the Final State Examinations in Children's Fever Nursing may also apply for two years' general training. Enquiries to be addressed to the Matron. (133P)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3
(156 Beds)

Affiliated Training School. Recognised by the General Nursing Council for England and Wales.

There are vacancies for **Student Nurses,** age 18 to 30. Salary, first year, £40 per annum; second year £45 per annum. Uniform provided. Lectures by medical staff and sister tutor. Applications to be made to the Matron. (39P)

CLAYPONDS HOSPITAL, SOUTH EALING, W.5

Student Nurses are required to train for the General Nursing Council (Fever) Certificate. Age 17½ to 27 years. Salary according to Rushcliffe Scale. Apply for forms and particulars to Matron. (1648P)

LYTHAM HOSPITAL, LYTHAM, LANCS.
(AFFILIATED TRAINING SCHOOL)
(46 Beds)

Student Nurse required. Education—Secondary School standard required. Resident Sister Tutor. Salary according to Rushcliffe Scale. Uniform provided. Apply to Matron. (1673P)

SHEFFIELD CITY GENERAL HOSPITAL

Student Nurses accepted for training age 18-30 years. Two months' preliminary course. A good standard of education is required. Opportunity for full training in Midwifery after State-registration. Rushcliffe scale of salary and conditions of service. Apply to Matron. (1657P)

HOSPITAL AND OTHER VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

ROYAL HOSPITAL AND HOME FOR INCURABLES, WEST HILL, PUTNEY, S.W.15

Assistant Matron required. Applicant must be State Registered, preferably with administrative experience. Rushcliffe salary scale and F.S.S. in force. Apply with full particulars to Matron. (1908N)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE IX

JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XLI No. 12 SATURDAY, MARCH 24, 1945

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

The New Pension Scheme

LAST week the Rushcliffe and Taylor Nurses and Midwives Salaries Committees completed their tasks with the publication of the Report of the Joint Superannuation Sub-Committee, which they have endorsed: this Report, the Minister of Health and the Secretary of State for Scotland presented to Parliament as a Command paper on Thursday, March 15, practically two years from the publication of the First Report. The outline of the scheme is reproduced on pages 198 and 199, but nurses and midwives will probably wish to have their own copy to study it in detail: they can obtain it from His Majesty's Stationery Office, York House, Kingsway, London, W.C.2; 13A, Castle Street, Edinburgh, 2; 80, Chichester Street, Belfast, or from any bookseller, price 9d.

The scheme is in the nature of a compromise, and the Report itself suggests that one central fund for the nursing services may well be the ultimate ideal: the Royal College of Nursing certainly felt so when it suggested that a national scheme should be adopted to cover the whole of the nursing profession. The Report states that a new central Fund for all nurses could not be achieved quickly, as the preparation for the necessary bill and its passing through Parliament would take a considerable time. The chief reason for this appears to lie in the complications which would result from the transfer of nurses in the employment of local authorities from the existing Local Government Superannuation Funds to a Central Fund.

The recommendations therefore suggest leaving the nurses and midwives employed by local authorities in their present scheme: setting up a new central fund for nurses and midwives in voluntary hospitals and organizations which have adopted the Rushcliffe and Taylor Scales; leaving other nurses and midwives, including private nurses and industrial nurses, to make use of the Federated Superannuation Scheme, if they wish to do so: making it possible for nurses to transfer from voluntary to local authority service without loss of pension rights.

The new scheme for the nurses employed by voluntary hospitals and organizations will require a Parliamentary Bill and is similar rather to the Local Authority Superannuation Schemes which resulted from the 1937 Local Government Superannuation Act, than to the Federated Scheme. Pensions are based on retiring salaries and not on contributions: they are one sixtieth of the average salary received during the last five years for each year of service, with a maximum of forty sixtieths (*i.e.*, two-thirds) of this; for example, if the retiring salary averaged £300 a year over the last five years (*i.e.*, a ward sister's maximum) and the sister had served for forty years, *i.e.*, from eighteen to fifty-eight years, the pension would be £200 a year if she had served thirty years, *i.e.*, from twenty-five to fifty-five years, the pension would be £150 a year.

To receive this pension, the sister would pay at the rate of six per cent. on her total salary and emoluments, *i.e.*, £18 a year at her maximum, with smaller payments during the earlier years when her salary was lower. She would further be entitled to an incapacity pension if she had been in the scheme for ten years. The basis would be the same, one sixtieth of her average salary for the five years before the incapacity occurred, but with a minimum of twenty sixtieths—*i.e.*, the equivalent of a twenty years' service pension, even though she might only have actually served for ten or eleven years. In neither case would the nurse have the option of taking a lump sum in the place of an annual pension, as she has under the Federated Superannuation Scheme, though there is a suggestion that, with special permission, she might take one-sixth part of her pension in this way.

As far as the pension received is concerned, the pension offered under the Fund is higher than that offered by the Federated Superannuation Scheme for Nurses for those promoted late in their careers: on the other hand if the nurse has her contributions returned either to her because she leaves the service, or to her estate because of death, she receives only her own contributions, *without interest*, and not those of her employers: in the Federated Scheme, after five years service she receives not only her own contributions, but also those of her employer at *compound interest* if she leaves the service altogether, as her estate also does if she dies at any time: in the local authority scheme conditions affect payment of interest and the position is more favourable to the nurse than in the new Central Fund for the nurse in voluntary hospitals. The Report suggests that the retention of the employers' contributions is necessary to make the payment of incapacity pensions possible. These are, however, only payable to persons who have been in the Scheme for ten years, and one of the greatest bugbears to the nurse, against which she needs financial insurance, is tuberculosis, which is more likely to be contracted by young persons.

The nursing profession will be disappointed that the Report will still leave many groups of nurses, e.g. industrial nurses and the

Welcome Home! *Service men and women from the Middle East, Burma and West Africa arrived in London last week. Members of the Q.A.I.M.N.S. have arrived on home leave after four years and eight months service' in the Middle East*

private nurses working for co-operations and for hospitals, unless on a salaried basis, and those working on their own account —outside the compulsory categories of the superannuated. Many young persons are not wise about their future. Instead of seeing in the pension contributions deducted from their salary a very advantageous method of saving for their old age, to which the average worker has no comparable opportunity of access, they think of it only as limiting their present spending power, and therefore as a nuisance. It is not a wise view-point but a common one, especially among women. Private, and other industrial nurses may thus continue to present the country with the picture of the old nurse with no means to support herself in her old age—a bad example to the general public, and a poor advertisement of nursing, though many to-day are pension-minded.

In connection with the schemes we wonder what consideration has been given to the social security proposals or rather national insurance White Paper. Is the nurse to make the six per cent. payment even though she also makes a high weekly payment under national insurance? The White Paper suggested that schemes already existing might need re-consideration: will these new suggestions not require re-consideration almost at once?

The suggested employers contribution to the new Central Fund for nurses employed in voluntary hospitals is twelve per cent. of the nurses salary and emoluments compared to the ten per cent. of the Federated Scheme, but it is suggested that this may later be reduced. The slight increase from the Federated figures for both the nurse and her employer results, we understand, from the lower rates of interest prevalent to-day partly, and would need to be higher but for the fact that the employer's contribution and the interest on both stay in the fund if the nurse dies before retiring age or withdraws. The Local Authority Superannuation Fund on paper demands six per cent. from the employer, but as there is a deficit in the fund, the local authority has to make it up, and no more can be demanded from the employee nor can pensions be reduced.

The Report suggests that after a period of twenty years the employers contribution may be reduced if an actuarial valuation shows this to be sound: it makes no suggestion that if the fund proves to be in a sound position the nurse should also benefit. We should like to see some benefit to the nurse with regard to the point of interest on her contributions if these are withdrawn either on her death or for other reason except dismissal for misconduct, to bring her position more in line with that of the nurse in local authority schemes. We gather that the disadvantages to the nurse here accrue mainly from the fact that the scheme will cover women chiefly, and women tend to live longer than men on an average, and breakdowns in health demanding incapacity pensions are more numerous. The cost of women's pensions is therefore greater than the cost of men's pensions.

The new central scheme will be controlled by a statutory body representing the interests controlled and set up by the Act which brings the scheme into force and will be compulsory on all nurses and midwives to whom the new fund applies, except that persons now in the Federated Superannuation Scheme can elect to stay in it and can only transfer if they can complete ten years of contributory service before they reach the age of sixty. The selection of the age of sixty for retirement—with the option of retirement at fifty-five at a lower pension—is a distinguishing feature between the new scheme and the Federated Scheme. If the nurse is to retire at sixty instead of fifty-five, steps must be taken to reduce the hours and the strain of the work, not only for the young student nurse, but also for the ward sisters and senior members of the administrative staff. If this extension of the retiring age is desirable—it may well be because of the shortage of nurses—there will be less opportunity for advancement to the higher posts, and less good work unless holiday and leisure are so arranged that the nurse in hospital can retain broad interests and wide sympathies.

On the whole the scheme is good as far as it goes, though the profession really needs one national fund for all its members. Nurses will specially welcome the interchangeability, though it is not wide enough and the incapacity pensions which are very desirable. Young nurses will scarcely realise how lucky they are: they should remember when they think about the pensions that await them that the older nurses have perhaps been saving privately at the rate of £30 to £50 a year to obtain half as good a pension. We wish that something could be done for those nurses who will retire on small pensions because they started in their nursing career long before there was a Federated Superannuation Scheme, and whose years of service before 1928 therefore count for nothing. With the increased cost of living resultant from two major wars in their professional lifetime, they can only look forward to a hard future. If the Government or some benefactor would provide the funds to cover their early years it would be a godsend to many. Some hospitals do give special help already to cover early years.

Topical Notes

Nursery or School

Miss Florence Horsbrugh's statement in Parliament last week that the war-time nursery would stay, but was to be renamed the nursery school, will not convince all nurses that everything is well. Miss Horsbrugh was replying to a number of members who, on the motion of the adjourment spoke of the value of the day nurseries. Sir Percy Harris told of a small day nursery in Bethnal Green, established during the last war, that had revolutionized the neighbourhood. She suggested that the nursery school (which is usually open from 9 a.m. to 4 or 5 p.m.) would satisfactorily take the place of the war-time nursery which is open at whatever hours may be necessary for the mothers who have to go out to work—there will certainly be such mothers; mothers widowed by war, by accident, unmarried mothers, who want to support their children.

Teaching Parentcraft

In war the day nurseries have played many useful roles. No only have they allowed women to make munitions and aeroplane parts; they have not only taught children sound habits—many parents have bought their first toothbrush because Tommy has learnt to care for his teeth, and is anxious about theirs, they have given many young girls a chance to learn how to care for healthy children and to keep them in good health: these student nursery nurses have been largely trained by nurses and examined by nurses through the National Society of Children's Nurseries. They will make good mothers because of the manner in which they have been trained, and the practical nature of their work has been stressed by the practical nature of their examination.

A Loss to Parentcraft and Recruitment

Now Miss Horsbrugh states that the war-time nurseries will become nursery schools, that a board will be set up to examine the students, that the nursery assistants and the nursery nurses will remain in them, but not the trained nurses: this avenue for teaching parentcraft will be closed to nurses and, at the same time, a very valuable channel of recruitment for the nursing profession lost. Many girls interested in nursing have had their ideas crystalized and turned into action through the nurses who have taught and worked with them in the nurseries; many of these are immobile married women whose own children no longer need their care, and who can combine this work with running their homes.

To Increase the Population

The Governments' action hardly fits in with the suggestions made by Alva Myrdal of Sweden, who was invited here by the British Government to give evidence to the Royal Commission on Population. She was one of the speakers at "International Night" on Saturday last at Grosvenor House, and, in excellent English, told us how in Sweden the married woman already had three months' leave at the time of childbirth, together with the provision of nurseries to enable her to combine motherhood and work, if she wanted or had to do this. She herself, a beautiful, fair-haired woman, combines the care of three children with the following of her profession. The population aspect is an urgent one.

The Value of Organizing

Sir Frederick Leggatt was another speaker whose subject, wage-negotiating machinery, was also of interest to nurses. He spoke of the need for organization if there was to be negotiation. If conditions were unsatisfactory in any trade or profession, progress depended

Contents

	PAGE
The New Pension Scheme	187
Topical Notes	188
The Neuroses in War	190
The State of To-morrow	191
Self Help at "Old Sarum"	192
What the College is Doing: News in Brief	194
Book Reviews: Films in Brief	196
Special Aspects of Industrial Nursing	197
Report of the Rushcliffe and Taylor Joint Superannuation Sub-Committee	198
Candidates' Policies	199
Correspondence	200
Royal College of Nursing News	201
Answers to C.M.B. Questions	202

on organization, said Sir Frederick. In industries which were not organized there could be no wage-negotiating machinery: the State could only step in and pass laws as it saw fit. He specially mentioned nursing saying that it was not satisfactory for the nurse not to organize because nursing was a vocation. Some of his audience blushed for nursing when he said that a matron said to him "Well, we went through it, why should the nurse in training not go through it too". We hoped it might have been many years since the statement was made to him, but he said later, in reply to a question, 'About five years ago'. We feel he would have been cheered by the number of new members joining the College this month (see page 194) especially that the student nurses were realizing how important organization was. We hope all those who have joined earlier will not lose their enthusiasm, will remain members and bring others in. Remember that the good pension scheme announced in this number is one of the fruits of organization.

Deadlier than D.D.T.

A NEW insecticide called Gammexane has already proved even more effective than D.D.T. in dealing with such pests as flies, fleas, lice, bed bugs, beetles and the like. Like D.D.T. it is a synthetic substance derived of benzene hexachloride ($C_6H_6Cl_6$) Crude benzene hexachloride, says the Lancet of March 17, was first made by Michael Faraday in 1825 (of the miner's safety lamp fame) and was known as a somewhat unreliable insecticide. Owing to war-time scarcity of derris, Imperial Chemical Industries used it in a flea-beetle powder in 1943. They found that its activity was due to one ingredient which they have named Gammexane (it is the gamma isomer of benzene hexachloride). The Lancet says of it 'When scattered at the rate of ½lb. per acre it killed 97 per cent. of the larvae of the *Aedes Aegypti* in two days, and 100 per cent. in three days; this compared with 43 per cent. in two days, and 97 per cent. in three days with the same quantity of D.D.T.' If it will help to abolish malaria and typhus more effectively than other drugs it will make a big contribution to public health, the world over. Its action on skin has still to be watched.

Training Nurses for the West Indies

RESPONSIBILITY for conditions of life and well-being among Colonial peoples has in recent years become an accepted principle of Empire policy. The Colonial Development and Welfare Act, which provides for an expenditure of £26,250, is one of many designed to improve standards of health in the West Indies. Among other things it has made possible a scheme for training West Indian girls as nurses at the London County Council Hospitals. Under this scheme eighteen West Indian girls, chosen by a selection board in each colony, after a preliminary six months in their home hospitals, will come to this country annually for a four-years' training. It is hoped that the knowledge and widened experience they will take back to their local hospitals as a result of this training will have the effect of helping to raise standards of hospitals and training schools in the West Indies.

The Proof of the Pudding

THE question of hospital catering is the subject of a recent circular (44/45) issued by the Ministry of Health in which certain recommendations are put before hospital authorities as a result of inspections carried out in conjunction with the Ministers of Labour, National Service and Food. Catering administration, it is recommended, should be recognized as a separate department in charge of a full-time officer of adequate status and trained in catering, nutrition and dietetics, to be responsible for the ordering of foodstuffs, the forming of menus, and the management and control of kitchens and the serving of food. Hospitals are urged to proceed with the review of conditions and plans for improvements at once even though, with the war-time shortage of trained personnel and staff, it may not be possible to put them into effect at once. Though efficient organization is obviously a good thing in itself, it must be remembered that no plan, however good on paper will produce what is wanted—good and suitable food for staff and patients. It is to be hoped that the hospital authorities will not be encouraged to think they have done all that can be expected of them by the mere appointment of a "separate officer" or dietician. What is wanted to keep the daily routine of food provision up to the mark is some form of committee on which the staff have a place, before which any complaints from staff or patients can be freely aired. Such a committee should set itself a high standard of nutrition and should not lightly dismiss as frivolous any complaints that are brought before it: and those which are found to have justification should be investigated.

THIS WEEK

DATES TO REMEMBER

APRIL 3: Last day for return of Council Election Voting Papers

APRIL 22: Last day for entry to the G.N.C. List for nurses trained before July 1925

A Promising Ambassadress

BRITAIN can be justly proud of her latest and unofficial contribution to our Russian ally. Through Mrs Churchill's "Aid to Russia Fund", a sum of £400,000 has been handed over to the Soviet Red Cross for the rebuilding and re-equipping of two 500 bed hospitals at Rostov-on-Don which have been destroyed by war. At the special request of the Russian government, the gift is to include machinery and equipment for the making of artificial limbs. This request is the result of visits paid to Roehampton by the famous Russian surgeon, Professor Priorov. This new phase of our brother-ship in arms is a cheering sequel to the export of tanks and guns, necessary as these were, and the interchange that must take place between the two countries in the course of it can only lead to a better understanding between our two peoples. Mrs. Churchill, who is herself to go out to Rostov to see the hospital and who will spend a month as the guest of Russia, should prove a promising ambassadress.

Can You Write?

NURSES who feel that their professional knowledge and experience have provided them with matter or a point of view that might be of interest to the public will be interested in an announcement of the McGraw-Hill Book Co. A contest is to be held for the three most outstanding manuscripts on nursing subjects to be submitted before March 15, 1946. The total awards will amount to $1,500; first choice will receive $1,000; second $400 and the third $100. Complete details may be obtained from the Health Education Department of the McGraw-Hill Book Company, Inc., 330 West 42nd Street, New York, 18, N.Y.

From the West Indies: *Nurses from the British West Indies are training in the London hospitals under a scheme arranged by the Colonial Office.* **Left:** *Miss Monica Munroe (left) and Miss Constance Nelson, of Grenada, first-year student nurses at Fulham Hospital, make a patient's bed.* **Right:** *Miss M. O'Loughlin of Saint Kitts, gives a baby his bottle-feed*

THE NEUROSES IN WAR

By Major E. J. C. HEWITT, R.A.M.C., Command Psychiatrist

IT is hoped that this short article may be of practical help to those engaged in the nursing care and treatment of psychiatric cases whether these are actual battle casualties or cases from static units.

It is important to have a fairly clear working definition of the various terms used in psychiatry, as an indiscriminate and confused use of medical or other specialized words brings both the user and the subject into disrepute :

Psychology is the study of behaviour, normal and abnormal.

Psychiatry is the study and treatment of abnormal behaviour.

From this it is evident that a psychiatrist must understand and know psychology, but the converse is not necessarily true.

Neurosis is a nervous disorder where no physical lesion has been found. As will be seen later it is really the outward and visible sign of an inward and invisible conflict.

It is most important that the wider meaning of the term psychiatry be universally adopted, thus extending the field to cover all behaviour which deviates from the accepted normal and includes the neuroses, the psychopathic states, the psychoses (insanity) and conditions of retarded mental development (mental deficiency). The neuroses of war and, for that matter, all psychiatric illnesses occurring in war conditions, are not fundamentally different from those occurring in peace-time and in civil life. The true understanding of this basic factor is most important and will be frequently referred to.

Other Groups

Before actually discussing the causes and treatment of the neuroses, it would be useful to glance briefly at the other three large groups of psychiatric illnesses as these may at any time be encountered by the nurse and should therefore be recognized :

Mental Deficiency is a term which covers all cases which show retarded mental development, characterized by a constitutional lack of intelligence and a reduced capacity to learn. Usually only the higher grade type will be met in general nursing. These unfortunate individuals often develop neurotic symptoms owing to their inability to keep up with others and to adjust themselves to their social or military surroundings. It is essential that those of subnormal intelligence be only employed on duties within the compass of their limited capacity to learn (intelligence).

The term *psychoses* is reserved for the more severe forms of mental illness and is commonly associated with a lack of insight —the patient fails to realize that he is ill or that his behaviour is abnormal. Such cases require special observation and nursing facilities and, in civilian life, are usually cared for in special hospitals. Occasionally severe neurotic reactions may simulate psychoses but such cases usually resolve fairly quickly under treatment; a diagnosis of psychosis should not be made without due care and consideration.

Psychopathic states is a term applied to a relatively ill-defined but very important group of personality types who show varying degrees of constitutional instability in their make-up. Such cases show departure from the normal in their behaviour which is not necessarily psychotic but which makes it difficult for the individual to adjust himself to his environment. Many criminals and minor offenders fall into this group. Such cases may at any time suffer from neurotic symptoms.

The Neuroses

As previously stated there is no fundamental difference between neuroses occurring in peace or in war. In the fighting services and in civilians exposed to constant attack from enemy air activity, neurotic symptoms of an acute type are liable to occur. These differ superficially from the more chronic type of reaction usually seen in the ordinary conditions of peace and in the more static units of the fighting forces in time of war. It is interesting to note the change in medical outlook since the last war, when the term " shell shock " was in vogue and was used to describe many neurotic symptoms. The current belief then being that many of the acute symptoms were due to an actual physical change in the brain, attributed to the effects of explosions—a type of concussion. This view is no longer held and the term " shell shock " should, therefore, never be used.

Briefly then, neuroses occurring under conditions of active warfare differ from their peace-time types chiefly because: (1) *the mode of onset* is often more sudden and dramatic; (2) *the symptoms* are more acute, vivid or florid with the resulting clinical picture more difficult to interpret; (3) *the methods of treatment* require more urgency and often depend upon available facilities; (4) *the prognosis* is often more favourable; (5) *the disposal* involves many problems not essentially clinical and usually not just personal but affecting the group (military or otherwise) as a whole.

The rest of this paper will deal with the more acute type of psychiatric battle casualty and will be largely concerned with treatment.

Causation.—As in most, if not all, medical conditions, the etiology of the neuroses clearly shows the interaction of constitution and a precipitating factor; once more the wisdom of the old saying that " prevention is better than cure " is borne out. Active warfare demands a high standard of all-round fitness and stability and no front-line unit should contain unstable neurotics or those of really low intelligence. All the fighting services now pay particular attention to the careful selection of their personnel and stability is considered essential for those about to engage in operational duties.

The Theory of Conflict

It is now realized that neurotic symptoms are but a part of the defence mechanisms of the body—acting at a mental, though not conscious level. The instincts are now considered to be the biological driving forces in man and of these instincts, perhaps the most important, is that of self-preservation—the will to live. However many other specialized instincts there may be (and opinion is still divided on this point) there are two other instincts of major importance—the sex instinct and the herd instinct. These three primary instincts frequently clash under conditions of civilized life. The herd instinct is representative of family, social and national laws and moral sanctions and it is inevitable that these should conflict with both the sex and self-preserving instincts. In peace-time the sex instinct and in war-time, the ego (self-preserving) instincts, are extremely liable to be opposed by moral and national sanctions (herd instincts). This inner conflict may, under certain circumstances and in certain predisposed individuals, produce neurotic symptoms. These symptoms are usually incapacitating and render the individual unfit to carry on his duties thus providing an escape from an otherwise intolerable situation.

This very briefly is one theory of the causation of the neuroses; there are other theories, some simple, some extremely complicated. Most present-day opinion uses the concept of " conflict " but different schools of thought favour particular mechanisms.

Unconscious Mechanism

It should be clearly understood that the production of true neurotic symptoms is carried out at a level below that of conscious thought; it is a so-called unconscious mechanism and the patient is quite unable to explain the origin of his symptoms. Symptoms produced and maintained at a conscious level constitute malingering—a difficult, highly skilled pastime—rarely seen. It is, however, not uncommon to find that a man or a woman, may exploit at a conscious level, otherwise genuine symptoms. Much might be said about the conditions most likely to induce breakdown; much should be said about the neurotic constitution but space forbids.

The important environmental factors causing neuroses are exhaustion, with lack of sleep, food and fluids, and the strain of fighting. In addition, and of considerable importance, are the frequent loss of comrades, and the not infrequent worry of home affairs (illness, enemy air attacks, estrangement, etcetera). The general military situation, whether the fighting is offensive or defensive, together with the morale of the unit and of his comrades, these and many other individual factors determine the onset, degree, and type of neurotic breakdown. Both the clever and the dull are afflicted. It is useful to remember that fear—being afraid—is a perfectly normal reaction to certain abnormal and unusual surroundings and happenings. This fear reaction is usually

controllable and only when control is lacking or inadequate does the condition pass from the normal to the abnormal and become pathological (neurotic).

Types of Neuroses

Anxiety State.—This is the commonest neurotic reaction. The acute symptoms are the appearance of fear and apprehension, tremors, restlessness, and marked intolerance of sudden noises. There may be psychosomatic symptoms of tachycardia, palpitations, breathlessness, diarrhoea, vomiting, etcetera. There is complaint of sleeplessness, great weariness and depression. There may be periods of excitement and even acts of violence; occasionally there may be much mental confusion. If the symptoms are very acute and severe the condition is sometimes called an *acute terror state*. This may affect quite normal and stable men under very severe stress; the prognosis is usually good with early treatment.

Hysteria: This condition is much less common than the anxiety state. There are two main types of hysteria, that of dissociation and that of conversion. The former shows typically fugue and amnesia; the latter paralysis of limb or function.

Exhaustion State: This term has been widely accepted and used in the present war in order to avoid the too early and extensive labelling of cases as psychiatric (shell shock in the last war and Pn. or N.Y.D. Mental, at the beginning of this war). This exhaustion state is self-explanatory; it may and often does mark an early anxiety state, but many exhaustion cases recover completely with rest, food, fluids and warmth.

Treatment

Prophylactic Treatment: Frequently a neurotic breakdown can be averted by watching for prodromal symptoms—*e.g.*, change of mood, sleeplessness, irritability, etc., and giving mild sedation *at once*, such as Luminal, gr. ½, two or three times a day or Bromides, gr. 20, three times a day for not more than 2-3 days. Alcohol in the form of whisky or rum may sometimes be used in an emergency.

Emergency Treatment: This is carried out at exhaustion centres and psychiatric units at no great distance from the front line. The first requirements are warmth, change of clothes, food and fluids, The bowels often need attention. After these preliminaries the great need is for sleep and to this end ample and adequate sedation is *absolutely essential*. In cases of moderate and average severity, Medinal, gr. 15-20, or Luminal, gr. 2-3, will usually suffice. For very acute cases Morphia, gr. 1/6-1/4, or Luminal, gr. 3, I.M. After a good sleep most simple exhaustion cases are so much improved that after a further 48 hours, they are able to return to full duty. Cases still showing or beginning to show true neurotic symptoms are diagnosed as such and evacuated to a base hospital reserved for such cases.

Hospital Therapy

Treatment in Hospital: There are at present two popular and effective short methods of treatment for neurotic cases of recent origin with which members of the nursing service should be familiar. Such knowledge can only adequately be gained by practical experience.

(*a*) *Abreactive Therapy*: Certain drugs such as Pentothal, Evipan or Sodium Amytal are given intravenously, using a special technique and the patient is induced to relive the experiences he has gone through in battle. The resulting abreaction or emotional discharge of repressed feelings is often dramatic and may be quite violent. This treatment is of considerable help in cases of hysterical amnesia where the loss of memory is often regained. An alternative method is by using open ether.

(*b*) *Prolonged Narcosis*: This method entails the continued administration of some sedative which is given in sufficient doses to ensure an almost continuous state of sleep for upwards of 10-14 days. This treatment requires careful nursing and supervision.

Psychological Treatment: Basically all treatment comes under this heading but the short methods described above make use of drugs to prepare the patient for the fundamentally important psychological help and re-orientation without which no case should ever be returned to duty. The method or technique employed by the psychiatrist will vary according to his particular school of thought and will in any case depend largely upon the type of patient, degree of severity of the neurosis and the military demands of the moment. Time rarely, if ever, permits a full analysis or continued treatment and if the case does not respond reasonably quickly or show a fairly good prognosis for further efficient military or service requirements, the disposal is usually by invaliding medical board and provision is made for continuation of treatment during civilian life.

General Treatment: From the nurse's viewpoint there is much that can be done to help the neurotic case, and conversely much harm can be done by tactlessness and ignorance which may have far-reaching effects on the patient. Always remember that psychiatric battle casualties usually have a marked feeling of guilt; they feel they have failed and have let their comrades and their unit down. They have much on their minds and, while not wanting or demanding sympathy, they crave for understanding and for an opportunity of unburdening their troubles. If time permits an understanding nurse can do much to help such cases by letting them talk and by giving quiet reassurance where required. Always make it clear that fear is a perfectly normal feeling. Do not overdo the sympathy. Never become emotional yourself. Avoid at all costs any attitude of derision, contempt or blame. The neurotic is a sick man and demands equal nursing and medical care with your other cases. Preserve a quiet air of optimism and do not let the patient feel that you are regarding him as a possibly "mental" and rather undesirable case and one to be rid of from the ward as soon as possible.

Hysteria

It is surprising how quickly all but the more chronic cases respond to a congenial environment once they have been accepted as one of the family in the ward. Always be on the look-out for cases of hysteria. These often simulate organic conditions such as deafness, mutism, paralysis of limbs, etcetera. Cases of this type should be referred for psychiatric opinion as soon as possible after the physician or neurologist has excluded organic disease or injury. Never do anything to increase or fix the patient's attention upon his hysterical disability—for example, by paying special attention to a "paralysed" limb or aiding a deaf and mute patient by teaching the deaf and dumb alphabet.

Summary and Conclusions

Neuroses in war are not fundamentally different from those of peace—they tend in "battle" cases to be more acute and vivid. Neurotic symptoms are outward signs of inward conflict. Prophylaxis is all important and is secured by careful selection, good welfare work and maintaining good discipline and morale.

Treatment must be prompt and includes adequate sedation in the first place. Abreaction under hypnotics and prolonged sleep are useful short methods of treatment. Psychological analysis and suggestion are important, but the time factor limits the length of treatment.

Emotional reactions in physician and nurse must always be strictly controlled. The patient must be accepted and treated as just another case.

The State of To-morrow

"THE State of To-morrow will depend on the young people of to-day." This quotation from the Ministry of Education's White Paper on "Post War Youth Service in Wales" gives the key to the importance that must attach to all schemes and organizations which are set up with a view to influencing young people of any age, either through formal educational services or in less recognized ways. Education is a process which begins with birth and, in its widest application, ends only with death. One of the greatest difficulties that arises now that the state has assumed responsibility for universal education up to the age of 15, is the gap left by the sudden cessation of directing influences in the young people's lives at this most critical period. Wales has its own special problems to tackle in this respect. The fact of the mountainous nature of the country has resulted in a greater isolation between the people of town and country than in England. The continued use of the Welsh language in the rural districts emphasizes this contrast in background, so that in making plans for the future this double gap has to be taken into account. For this reason it is considered advisable that, while full use should be made of existing clubs and societies, in future all activities should, for the sake of unity of purpose, be the concern of a single Ministry of Education, using the term in its broader sense to include the provision of opportunities to help young people "freely to develop their individual potentialities" and "appreciate their responsibilities to society."

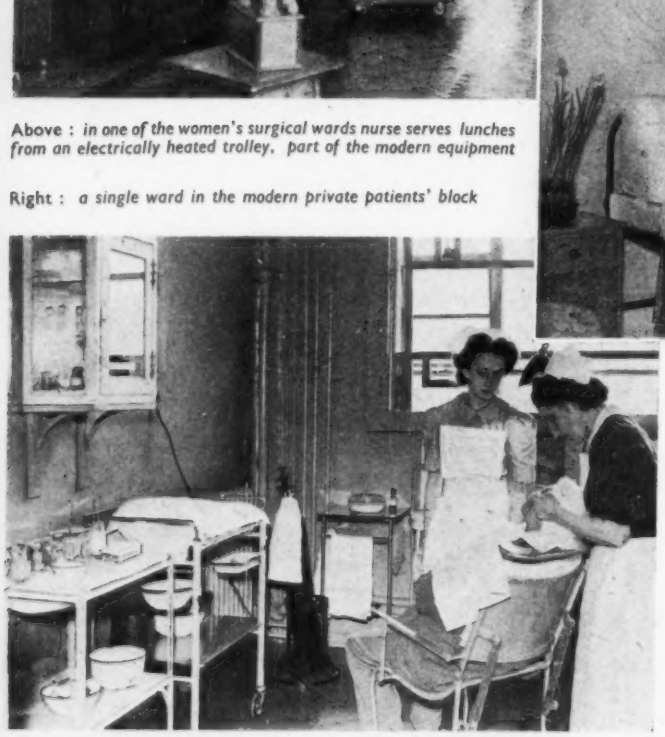
SELF - HELP AT O

— Sasbu

Above : *in one of the women's surgical wards nurse serves lunches from an electrically heated trolley, part of the modern equipment*

Right : *a single ward in the modern private patients' block*

grounds he bu
are of period
old cen block
complete 176
was the tal to
Florence nting
successfu urged
parents low
go for tng—for
near home.
are, how many
ern ades in
the weigned
patients rtme



Above : *in the new out-patients' department each speciality has its own well-equipped rooms. Sister is treating an eye case here*

Below : *a corner of the new, light and cheery children's ward which has a large day room with plenty of toys for those well enough to be up .*

IS there any other hospital in England in which the nurses have contributed so much to the provision of efficient equipment as at the Salisbury General Infirmary? They have worked to provide modern kitchen equipment, including a large Esse stove unit to ensure good meals.

The hospital stands very pleasantly, on the edge of the town, with the cathedral spire dominating its view and the gentle streams of the district surrounding its

Above : *student nurses learn bed-making in the hospital class-room where pressure of time does not distract from the finish of their work*

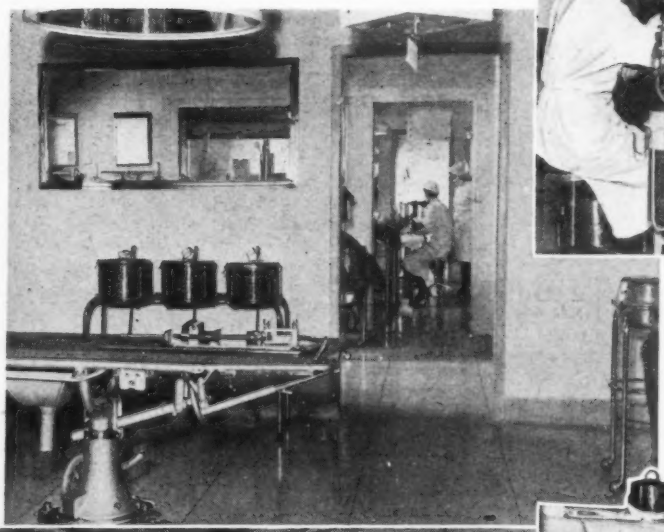
Right : *soup and vegetable boilers, part of the gift made through the nursing staff to the kitchen department*

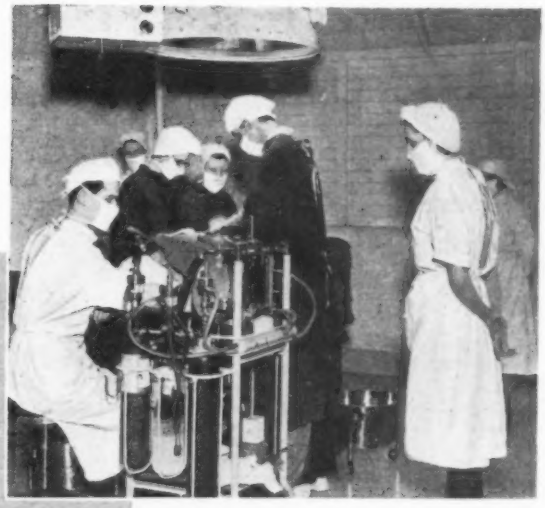
Left : *in the children's ward meal-time is a busy time for the nurses*

AT OLD SARUM"

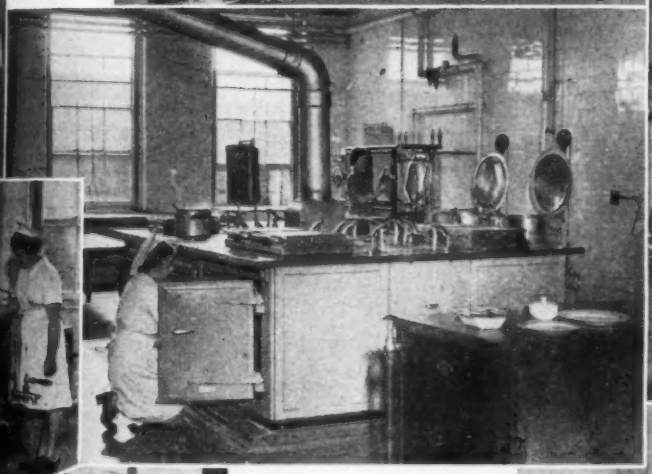
— Salisbury General Infirmary

grounds the buildings are of many periods : the old central block was completed in 1766, and was the hospital to which Florence Nightingale unsuccessfully urged her parents to allow her to go for training—for it was near home. There are, however, many modern additions including the well designed out-patients department.





The theatre unit was equipped for the hospital by grateful patients in memory of one of its surgeons. Above: *table with shadowless lamp, electric unit for diathermy and endoscopes* Left : *the two theatres are separated by a scrubbing up and sterilizing room for easy service.* Below : *for scrubbing up a sheet of stainless steel replaces sinks*



Above : *this large stove unit, also presented by the nurses, makes cooking for large numbers both easy and economical*

FICTION AND FACT

Left : *one of the staff common-rooms where a fiction library is available for off-duty reading*

Right : *in the lecture room a small group of student nurses grapples with problems of anatomy and physiology*

What the College is Doing

Points of Interest from the Council Meeting on March 15

THE Council meeting held on March 15 was less lengthy than those of recent months; it was marked by the enrolment of another large influx of new members—the figures being even higher than in the previous month. Altogether the parent body and its junior branch—the Student Nurses' Association—gained 930 new adherents in support of the College policy.

Meeting at Southport

The Council received an invitation from the Southport Branch to hold the Annual General Meetings there in June and this invitation they accepted most gratefully, as they realized the problems facing any Branch which undertook the organization of the Annual Meetings at a time such as this when questions of travel, accommodation and catering were so serious. The provisional programme of the meetings had been drawn up and appeared in the *Nursing Times* of March 17 (see page 185).

Concerning the Nursing Acts

The Secretary reported that the General Nursing Council had made public the fact that the amendments and additions to the Rules under the Nurses Registration Act 1919, and the Nurses Act 1943, and also the Rules for the Examination of Assistant Nurses for admission to the Roll, had been submitted to the Minister of Health for his approval. Miss Taylor, for the Sister Tutor Section, asked that the Section might take advantage of the permission given by the Council in January to ask the Ministry to receive members of the Sister Tutor Section to discuss the syllabus of examination. The Council gave the Section permission to do this.

A New Cap Pattern

The Secretary also reported a letter from the General Nursing Council in reply to the Council's request concerning the alteration of the State-registered uniform. The General Nursing Council accepted the suggestion that a new pattern of cap should be considered, the organdie handkerchief cap, now no longer obtainable, being unsuitable for wear in the factory by the industrial nurse. When satisfactory materials were available they were prepared to revise the State uniform in conformity with the wishes of the nursing profession.

To Use the Title Nurse

The Secretary reported that she had received a letter from the Minister of Health in reply to the Council's protest against inclusion of 'Christian Science Nurses' amongst those entitled to use the title 'nurse,' under clause 616 of the Nurses Act 1943, on the grounds that this was misleading to the public. The Minister stated that he was bound by a written promise made by his predecessor, Mr. Ernest Brown, when the Bill was before the House of Commons in 1943. The members of Council after full discussion felt that such a promise though binding on the Minister of Health could not be considered binding on the House of Commons, which did not appear to be aware that it had been made, and decided to proceed to press for an alteration.

The Superannuation Report

The Secretary reported that the Report of the Nurses Salaries Committees on Superannuation for Nurses had been published by the Minister and laid upon the table of the House of Lords. It had not received the support of the Minister.

The Education Department had received the sum of £30 from the Halifax Branch for the Halifax Scholarship Fund.

The Sister Tutor Section asked the Council to approve the names of Miss J. P. Cordingly and Miss A. M. Few, for admission to the Roll of Qualified Sister Tutors.

For Children

The Council gave the Public Health Section permission to prepare a memorandum of evidence for submission to the Government Committee of Enquiry into the Provisions made for Children Deprived of a Normal Home Life. The Public Health Section had set up a sub-committee to prepare this.

For Private Assistant Nurses

The Private Nurses Section asked the Council to approve appropriate scales of salaries for private assistant nurses in private practice: the figure suggested was £3 3s. 0d. per week, as this would increase the scale previously suggested by the same percentage as the private nurses' fees had been increased. For assistant nurses employed on a salaried basis, the figures recommended by the Nurses' Salaries Committee for the assistant nurse employed in hospitals and institutions were suggested.

New Council Members

The Council elected Miss G. M. Godden, matron of Hammersmith Hospital (L.C.C.), to fill the place on the Council made vacant by Miss Pearce's resignation. The Northern Ireland Committee sent forward Miss L. M. Kempe's name, and this Council accepted to fill the vacant seat.

The Council approved grants to the extent of £274 3s. 9d. from the Civilian Nurse Air Raid Victims Funds for the month of February.

New Members

Four hundred and thirty-eight new members were enrolled and four hundred and ninety-two new members of the Student Nurses' Association of which two new units had been formed. These encouraging figures of new College members included many members of the Student Nurses' Association who, on becoming State-registered, had joined the parent body.

Date of next meeting: 2.15 p.m. on April 19.

News in Brief

Civil Service Association

THE Ministry of Health has published a revized edition of the Civil Nursing Reserve Memorandum stating the conditions and terms of Service for the Reserve as they are to-day.

Sussex to Suffolk

MISS D. Noakes, assistant matron, Queen Victoria Hospital, East Grinstead, has been appointed matron, St. Leonards Hospital, Sudbury.

A Generous Gift

SIR W. Collins, chairman of the King Edward VII Hospital, Windsor, has given £100,000 to the Royal College of Surgeons for a department and chair of anatomy.

A Welsh Hostel

MR. D. James, the owner of Studio One and Studio Two cinemas, has given £3,000 towards the proposed new hostel for nurses at Cardiganshire Hospital, expressing the hope that the building should give nurses all the comforts and recreation possible.

Healthy Bodies

FROM April 1 local education authorities will be under the obligation to see that free medical treatment (other than home treatment) is provided for all children in primary and secondary schools until such time as provision is made for the nation as a whole through a National Health Service.

From Scotland

Good Teachers—Bad Desks

CRITICIZING the drab seats and desks, Mr L. J. Drew, director of education, Aberdeen, said the teachers in nursery schools were 20 years in advance of the furnishings.

Lost Opportunities

IN Glasgow six per cent. of children who could go to nursery schools go; in Aberdeen the figure is five.

Far Frae Mae Hame I Wandered

HAVING been rescued from internment by U.S. paratroopers, Miss H. G. Grant, sister for 10 years at Queen Mary Hospital, Hong Kong, is travelling home to Glasgow with some American Navy Nurses.

A Liberal View

DISCUSSING recent remarks by Mr. Thomas Johnston, Secretary of State for Scotland on the conditions and remuneration of the nursing services, West of Scotland Liberal women expressed the view that even allowing for the financial advantages of living in, nurses' salaries were still no more than those of uneducated women in other occupations.

Praise for Polish Hospital

"I HAVE been very much impressed by the way in which the hospital is being run, the competence of those in charge, and the equipment for which we are greatly indebted in America," Lord Provost J. L. Falconer of Edinburgh said on a recent visit to the Paderewski Hospital for Polish Servicemen in Edinburgh.

AS OTHERS SEE US

An Imaginary Correspondence

By Dr R. E. SMITH,
M.A., M.B., B.Ch., M.R.C.P., M.R.C.S.

What should she learn ? Student Nurses of Staines County Hospital studying for their 'Final'. In this article a doctor and a sister tutor discuss some points connected with the examination

Doctor to Sister Tutor

18*th October*, 1944.

Dear Sister Tutor,

I am sure you are glad when examinations are over. They must remind you of the circulation of the blood. No sooner have you prepared and 'oxygenated' one batch, than new blood comes wanting the same treatment. I have learnt much from examining, both in the preliminary and the final examinations, and am going to tell you some points I consider important which will illustrate that training can be improved, and, what is even more important, that the patient will be treated better as a result.

One of my favourite questions in the final medical oral is :—"A patient who has been in hospital and has had his diet standardized is going to be sent out, and is to take 12 units of zinc protamine insulin. Tell me how you would teach him to give himself the insulin ?" I think you will agree that this is a fair question, and these are the words I would use to the patient :—"Here is a unit syringe with two needles which we will lend you and which you can return when you get your own from your panel doctor or chemist. This must be kept scrupulously clean and the only way to sterilize it is, in the first instance, to boil it. Take the piston out of the barrel and put it and the needles in cold water and bring to the boil ; a pad of wool at the bottom of the saucepan is an advantage ; let them boil for five minutes, then take them out with forceps which you can obtain from the chemist and which should be boiled in the first instance in a separate saucepan and the water drawn off ; when they are cold they should be kept in a jar, e.g., fish paste jar, containing methylated spirit ; this will keep them sterile but they will want an occasional boil.

"You should also have some sterile water prepared by boiling it. This you can keep in a corked bottle (which has also been boiled). The syringe after boiling should be put in a small metal box, which is provided by the chemist when you buy your syringe, and filled after boiling with methylated or surgical spirit. When you require your syringe, you put it in the saucepan (in which a little water has been boiled to sterilize it) with the forceps, and then put into the saucepan some of the sterile water from your bottle, just sufficient to cover the syringe, you then pick this out of the saucepan with the forceps. The syringe and needles should always be handled with forceps. The insulin which you are having contains 40 units per cubic centimetre. That means that it is double strength. A cubic centimetre on the syringe is divided into twenty divisions, each division is therefore the equivalent of 2 units, and as you are going to have 12 units, you will require six divisions. You must sterilize the rubber cap by rubbing it with a piece of wool soaked in methylated spirit, and draw up to the sixth division. You then clean the front of your leg with methylated or surgical spirit, and plunge the needle in. In a little time you will learn to do this deftly, and it is best to hold the skin firmly from behind and not to pucker it up. It is then best to re-sterilize the syringe before putting it back in the spirit."

Very common mistakes are for the nurse to assume that the patient has a syringe, and fail to tell him that it should be a unit syringe. She does not realize that zinc protamine insulin is never put up in single strength but is usually double strength and occasionally quadruple. Even when she is told that it is in double strength, she has difficulty in understanding that 12 units will be the equivalent of six of the twenty divisions. I am always amused when the nurse tells me that the patient should put the needle in the buttock, and the nurse who in the first place says it should go in the buttock, when told how difficult this would be, almost invariably says it should go in the arm.

This question has taught me two things. First, that the teaching of the patient to give himself insulin—and the same applies to the testing of the urine—should never be left until the last day he is in hospital. The less intelligent the patient, the earlier he must be taught, and the nurse should show him from the beginning exactly what she is doing. Incidentally, I have been trying to think why syringes are graduated into minims. Can you tell me any valid reason why they should not be scrapped ? The second point which I did not realize is that the slapdash sterilization of syringes leaves much to be desired, and unless one gives the patient a very high standard at the start, he is bound to sink below mediocrity in a very short time.

Yours sincerely,
X—, *Physician.*

Sister Tutor Replies

General Hospital.
21*st October*, 1944.

Dear Doctor,

Yes, I am always glad when the examinations are over, even though the next candidates begin immediately. A milestone has been passed and fresh faces help to avoid staleness. It is helpful to discuss points such as the one you raise.

Your question is quite a fair one ; any nurse who has actually given such instruction will probably tell you something approximating to what she has actually done. If, as unfortunately may be the case, she has not actually taught a patient, her imagination may not rise to the occasion, however good her knowledge of aseptic principles. This is the cause of the assumption that the patient has a syringe and knows how to use it, and the answer that the injection is given into the buttock.

More explicit classroom instruction will help (I certainly shall pay more attention to it in future). Most nurses seem to need help in imaginative thought ; many fail to describe accurately procedures which they carry out frequently. They may in the future be expected to carry out many more procedures. The ability to apply basic principles to fresh circumstances is one we must help them to develop.

I imagine that failure to realize that zinc protamine insulin is never put up in single strength is probably the result of too brief an acquaintance with it. I do not remember nurses stumbling over this simple calculation, as surely it is a very simple one. Speaking generally, the majority of nurses seem to have some sort of mental paralysis whenever figures appear on the scene. Doses of, for example, grain 1/6 from tablets grain 1/4 present some difficulty to most, as also do the dilution of lotions. Rule of thumb methods found at the end of dictionaries are often misused because the underlying principle is not understood. I find it best to insist on their reasoning step by step, preceding their calculations by the query "Is the dose less or more than my stock ?" and then working on a basis of simple proportion, first finding a common denominator, and dissolving the tablet in the necessary number of minims for easy division and convenient quantity for injection.

Example.—1/6th is less than 1/4th, therefore I need part of

the 1/4th grain tablet. 1/6 = 2/12
1/4 = 3/12; therefore I need 2/3rds of the tablet. Dissolve one tablet in 6 minims and give 4 minims. Mere instruction in these calculations is not enough, we must give nurses practice in the classroom and the wards to make for accuracy and confidence in dealing with figures and inculcating a wholesome fear of error and its consequences to the patient. Incidentally, we shall need syringes gradated in minims just so long as our pharmacists put up soluble drugs labelled 1/4th grain in 5 minims, or in percentage solutions based on the fact that 1 grain in 110 minims is practically equivalent to 1 per cent. The latter, I think, is common in official preparations. Does not this raise the whole question of Imperial versus Metric measures ?

With regard to *when* the teaching of patients should be carried out, the most common practice in this hospital is to start as soon as the patient is up. He watches nurse test his urine and after a time does it himself under her supervision. He is told what reaction to watch for and what to do about it. He also watches the insulin put up and given, and later tries himself, nurse checking the dose. Timidity often has to be overcome even where the patient is quick with regard to the dose and manipulation of the syringe. One sister used to encourage the patients to practise with water and an orange. When a patient proves incapable of learning the district nurse is asked to give the dose and continue instruction.

We supply diabetic outfits from the dispensary at a cost of 11s. 6d. ; these include a 1 c.c. syringe gradated in units (this absorbs 9s. of the total), also 2 needles and stilettes complete in metal box ; a 2 oz. bottle of iodine ; a 2 oz. bottle of spirit ; 4 oz. bottle of Fehling's solution; 3 test tubes ; 1 spirit lamp, and, you will observe, no forceps ! Sometimes patients are advised to buy them or use tweezers if they have them. Patients are told to boil the syringe and needles and store them in spirit in the metal container or a small dish with a lid. They are advised to wash the thigh regularly with soap and water and to cleanse it before injection with spirit followed by iodine and to wash their hands thoroughly before handling the syringe and needles. They are told to boil the syringe before use whenever possible. Difficulties arise about boiling when patients take sandwiches to work or use a works' canteen. The convenient but expensive metal container with some sort of antiseptic in the bottom (I believe it is wool impregnated with formalin in some form) are now practically off the market.

I think the simpler we can make the procedure the better our instructions are likely to be understood and followed. Boiling forceps and storing them properly and boiling the syringe before or after use should be quite within the power of any patient who is considered fit to give his own insulin. Both hospital staff and superintendent of district nurses tell me that sepsis following self-administered insulin is unheard of !

Alleged increase in breakages owing to war-time quality, increased cost, and difficulty in maintaining a good repair service in war-time (we were 12 months waiting the return of the Rotunda syringe recently) are the most frequent reasons I am given for the decrease in the practice of boiling syringes on all occasions. Immersion in pure or 50 per cent. lysol is substituted. Boiling after use and storage in spirit or solution of lysol gives less risk of breakage than does hurried boiling before use.

I am naturally reluctant to admit the existence of slapdash methods of sterilizing syringes or anything else, but am bound to say that practise frequently lags behind instruction, and both practise and instruction behind knowledge in many matters of aseptic technique. I have particularly in mind the recent publications issued by His Majesty's Stationery Office on Prevention of Hospital Infection of Wounds, and Prevention of Cross Infection in Hospitals. Do you agree that standing orders for staff, house surgeons, dressers and nursing staff, based on these publications and drawn up by a medical committee would help to standardize procedure ? New ideas are disseminated slowly, and old ones die hard, for example, that spirit kills germs. Incidentally do you think that spirit is adequate for cleansing the skin before a hypodermic injection ?

While on the subject of changing ideas, I have long felt that the use of soap is superfluous in an enema, that the increased bulk in the rectum and lower bowel should be sufficient to produce the required action in the majority of cases. I should be interested to have your views on this.

Yours sincerely,
Y—, *Sister Tutor.*

(*To be continued*)

Book Reviews

WHAT DO YOU THINK ?—*(Prepared for the Women's Group on Public Welfare and published by the National Council of Social Service; price 1s.)*
This little book, to which its authors have given the sub-title of "Study Outlines," is in reality a programme for a series of discussions based on "Our Towns—a Close-Up." Each chapter is headed by a "text" taken from the original book and consists of a questionnaire intended to direct attention to the many possible avenues of thought on social questions while avoiding bias in any direction. Suggestions for reading are given at the end of each discussion and a valuable last chapter supplies hints as to how to start and run a discussion group, with a timely reminder that discussion should be regarded not as an end in itself but as a preparing of the mind for action. Appendices give a list of societies concerned with the many aspects of social service and of films showing conditions against various backgrounds. Altogether a competent guide-book of social problems, calculated to arouse an impulse to adventure in positive citizenship.
E.T.T.

A GUIDE FOR THE TUBERCULOUS PATIENT.—*By G. S. Erwin, M.D. (W. Heinemann, Ltd., 99, Great Russell Street. Price 3s. 6d.)*
Dr. Erwin has written a book which may safely be put into the hands of any tuberculous patient. Its price is within the reach of most pockets, it is interesting to read and so simply written that only the most unintelligent could fail to understand it or to derive benefit from it. It should also serve to dispel some common illusions.

The author deals with the cause, methods of treatment, infection and its prevention, and post-sanatorium regime : he also includes much miscellaneous information which may be new to some patients. The future of the disease and its management is discussed, and in this chapter Dr. Erwin says : "It is sobering to reflect that if no one ever coughed or spat at large, the human form of tuberculosis would disappear in two generations."

Doctors would do well to recommend this book to their patients, and copies might usefully be sold at Tuberculosis Clinics.
O. V. B., S.R.N., Tuberculosis Association Certificate, Sister-Tutor's Certificate.

Books and Films in Brief

The Promise
By Pearl S. Buck (Methuen, 8s. 6d.)
Admirers of Pearl Buck's books may be disappointed. This is about the Chinese in Burma of 1942.

Scotland
By Ian Finlay (Oxford University Press, Humphrey Milford, 3s. 6d.)
A well liked broadcaster writes on industry, agriculture, health and education in Scotland; he deals with history and present day social and cultural problems. The book is well illustrated, makes easy reading and is beautifully produced.

Man from Music Mountain
As an entertainment for eye and ear this picture will give pleasure to many. There is beautiful scenery, melodious cowboy songs, an exciting struggle between two men on one horse and, large in one's affection, Roy Roger's horse Trigger who day and night seemed ready saddled for any emergency.

Flame of Barbary Coast
Ann Dvorak's pleasing contralto finds plenty of scope in this good story of San Francisco in the early 1900s; those with long memories will remember many of the songs.

The Keys of the Kingdom
This film tells A. J. Cronin's story excellently; the theme is the work of Roman Catholic missions in China, 50 years ago and Gregory Peck, a newcomer to the screen, Edmund Gwenn and Joseph, the Chinese boy, are most lovable characters.

SOME SPECIAL ASPECTS OF INDUSTRIAL NURSING

A Nursing Service at Four Collieries

By Miss M. BROAD,
Stanton Iron Works

The first-aid team bringing in a wounded colleague

I AM going to discuss that section of the nursing service which is working at four collieries within the Ministry of Fuel and Power.

The company with which I am associated is engaged in the heavy industries, having ironworks, ironstone quarries and collieries, employing roughly 12,000 people, of whom approximately 5,000 people are employed at four collieries within a 12 miles radius. Our full nursing staff totals 20 State-registered nurses, five of whom are working at the collieries, four in the ambulance station and one carrying out duties as visiting nurse.

With the exception of one of these collieries, where day and night duty is undertaken, the nurses work on day duty and qualified ambulance men are responsible to the nurse for any first-aid treatment given to cases of injury during the hours when she is absent. The ambulance men give a detailed report to the nurse of every case treated, and instruct the patient where possible to report to her the following day.

Importance of Personality

In my experience of industrial nursing over a number of years, I have always stressed the importance of selecting the right type of nurse for this work and I can say with confidence that, if this is necessary in the case of nurses appointed for work in the factories and workshops, it is doubly necessary in the case of nurses appointed in a collieries' nursing service. The nurse who enters this field of nursing must be prepared to tread very quietly in the early stages of her appointment if she wishes to gain the confidence of the workers.

It will be understood that the miners are unaccustomed to having women working in their midst and there is a natural reticence among them and a feeling of nervousness of anything new. The colliery nurse will need to have the capacity of making, in a quiet, unobtrusive way, the patient feel conscious of her real interest in him and his working conditions. Her approach must be friendly and kind and, if this is accompanied by a spirit of real service, she will soon gain the confidence of her patients and be accepted as a guide, philosopher and friend to whom they will turn with their personal and domestic problems for her help and advice.

First-Aid

The nurses are responsible for the supervision of all matters concerning first-aid arrangements on the surface and underground, and they take an active interest in the health of the workers and in the prevention of accidents. Under the Statutory Rules and Orders for Coal Mines, certain first-aid equipment is required to be kept underground in case of accident and the orders demand that ambulance men should carry a first-aid tin with the necessary equipment. These tins are brought to the surface at the end of every shift, for renewal of used equipment and the on-going men collect the tins which have been replenished.

At each of the collieries there is a qualified ambulance man whose duty it is to examine and check first-aid equipment underground. This service ensures that the supplies are maintained in a satisfactory manner and is also useful in checking pilfering. According to recent authorization given by the Medical Department of the Ministry of Fuel and Power to certain specified collieries, permission has been granted to selected and qualified personnel at the collieries to administer morphia in cases of serious accident; this is a very welcome advance in necessary first-aid treatment.

Serious Accident

When a serious accident occurs underground the colliery nurse receives a telephone message from the district in which the accident has occurred and, in addition to the equipment underground, she sends down hot bottles, extra blankets and, if advisable, a hot drink. In view of the distance the patient has to be transported after an accident, this service does much to minimize shock. The ambulance men below-ground give first aid treatment, including injections of morphia when necessary. The nurse telephones for a doctor, if required, and she will have everything necessary in the ambulance station for the reception of the patient.

After further treatment by the doctor and nurse, the patient is taken by our motor ambulance to hospital or to his home. The colliery visiting nurse is advised and is asked so follow up the case, giving whatever help she can to further his recovery.

Minor Accidents

Normally, employees, who sustain minor injuries which do not justify their being brought out of the pit at the time, are given first-aid treatment underground and come up to the surface at the end of the shift. They then go to the pit-head baths after which they report their injury to the nurse at the ambulance station and are given treatment. These employees subsequently attend the ambulance station daily for redressings until they have recovered.

Taking particulars from a miner after treating his injured wrist

Redressing of Injuries in Connection with Lost Time Accidents

Employees who are absent from work due to accident or illness are able to attend the ambulance station daily for redressings with the full approval of their doctor. Such cases attend the ambulance station during the morning, so that the afternoons are left free for the nurse to attend to the redressings of the men finishing the day shift and of those going on to the afternoon shift.

Reporting of Accidents

The nurses are responsible for taking the official report of lost time accidents and for submitting monthly reports to the management of cases dealt with during the month.

Accident Prevention

Each of the four collieries has an accident prevention committee and a safety officer. The colliery nurse takes an active interest in all matters concerning this subject. Industrial diseases include nystagmus, beat knees, beat hands, elbow teno-synovitis and some dermatitis. In one instance one of our colliery nurses designed a satisfactory type of knee pad for the prevention of beat knees. It is the practice for employees who are susceptible to this condition to attend the ambulance station for preventive treatment, and in the pit-head baths there are notices urging the men to see nurse for sore knees.

More Protective Equipment

Safety helmets as a protection against head injuries are used and save many serious accidents. Steel toe-capped boots are also worn as a safeguard against fractured toes. Hand leathers and gloves are of great value in the prevention of accidents. By a keen interest and co-operation between the management and the nursing service in the prevention of accidents and in the efficent treatment of minor injuries when they occur, sepsis and loss of working time are avoided.

The visiting nurse plays an important part in the colliery nursing service. Her function is to provide a connecting link between the management and the employees who are absent from work due to accident or industrial disease. She must be specially chosen for this work and the employees value and appreciate

(*Continued on page* 199)

THE RUSHCLIFFE AND TAYLOR JOINT SUPERANNUATION SUB-COMMITTEE'S REPORT:

Summary of Recommendations

THE proposals we recommend are as follows :—

THE LOCAL AUTHORITY SERVICE

I. Nurses and midwives now and in the future in local authority service to be provided for under local authority schemes.

THE VOLUNTARY SERVICES

II. A Central Fund, hereinafter referred to as the Fund, to be set up for nurses and midwives not in local authority service as follows

(i) The Fund to provide for nurses and midwives in the salaried employment of voluntary hospitals and approved organizations where the Rushcliffe and Taylor scales have been adopted.

(ii) The Fund to be under the management of a statutory body representative of the interests concerned.

(iii) Interchangeability with Local Government Superannuation Funds to be achieved by transfer values.

To be Compulsory

(iv) Entrance to the Fund to be compulsory on all nurses and midwives in the salaried service of organizations to which the Fund applies, including student nurses and pupil midwives on attaining the age of 18, or on leaving the Preliminary Training School, whichever is the later, but excluding such nurses who are existing contributors to the Federated Superannuation Scheme and who elect to remain therein. Any nurses who owing to age cannot complete 10 years' contributory service before age 60, to remain outside the Fund.

The option to remain out of the Fund to be exercised within a definite limited period.

(v) Contributions of 6 per cent. on salaries and emoluments to be paid by the nurse and a maximum of 12 per cent. to be paid by the employer.

(vi) The minimum qualification for a pension to be 10 years' contributing service.

Age of Retirement

(vii) Retirement on pension to be compulsory at age 60 with the option of retiring on or after age 55 on completion of 30 years' service subject to the provision that the employing organization may, with the consent of the nurse extend her service beyond age 60 for one year, or less period, and so from time to time as may be deemed expedient, but not beyond the age of 65. In the case of such extension, contributions of the nurse and the employer to be continued in so far as the extra service ranks for pension, and the right to pension not to arise before retirement.

Basis of Amount of Pension

(viii) The pension to be based on the average salary and emoluments of the last 5 years of service and to be at the rate of 1/60th for every year of contributory service subject to a total maximum of 40/60ths of such average salary.

Incapacity Pensions

(ix) Pensions on permanent incapacity to be on a similar basis as for age with a minimum of 20/60ths subject to the completion of 10 years' contributing service.

(x) Salaried service with a voluntary hospital or voluntary organization before a nurse joined the Federated Superannuation Scheme to be excluded from the calculation of a pension from the Fund. All salaried service since joining the Federated Superannuation Scheme to rank as contributing service. Non-contributing years of salaried service not to rank for pension.

Interchangeability

(xi) A nurse who resigns from the service of a local authority to enter the service of a voluntary hospital or other approved organization at any time between the 1st April, 1943 (when the Rushcliffe and Taylor recommendations became operative) and the date when the Central Fund is set up, to have the right to leave her superannuation contributions in the superannuation fund of the local authority, or if her contributions have been returned to her between the two dates mentioned, to have the right to repay such contributions. If the contributions are left with or repaid to the local authority, that authority to pay to the Central Fund a transfer value in respect of the nurses' local authority service; and for the purposes of that Fund the nurse to be entitled to reckon as contributing service all service which she was entitled to reckon as such immediately before ceasing to be employed by the local authority. The right of the nurse to repay the contributions to be exercised within six months of the setting up of that Central Fund.

(xii) Pension rights of a nurse leaving the service of an organization within the Fund with the expectation of return to such an organization to be safeguarded and to be subject to the conditions described in paragraph 45 (7).

Return Without Interest

(xiii) Return of the nurse's own contributions to the Fund to be secured to her in every event excepting only dismissal for misconduct. It is not recommended that interest should be added.

(xiv) A nurse who wishes to take a special course of instruction or who, for other than disciplinary reasons, is transferred to a lower scale of pay, to be allowed at her option to continue to pay contributions on her previous higher salary, and if she does so, the employer also to pay on the higher salary. The higher salary would then rank for pension.

(xv) Discretion to be given to an employing organization to recommend, subject to conditions to be defined by the Management of the Fund, the award of a pension to a nurse leaving the service because of reorganization.

(xvi) There should be the right to surrender a part of the superannuation allowance to provide a pension for the spouse on similar conditions to those laid down under the Local Government Superannuation Act 1937.

(xvii) The Federated Superannuation Scheme policies of those nurses joining the Fund to be assigned to the Fund, subject to arrangements to permit the reassignment to the Federated Superannuation Scheme on the nurse leaving the Fund for nursing service not recognized by the Fund.

(xviii) In so far as our proposals are more favourable to nurses and midwives than the provisions of the Local Government Superannuation Act, 1937, the Scottish Act or local Acts, the general and local Acts would, if complete uniformity is to be achieved, require amendment as opportunity arises to bring them into line with our proposals.

(xix) The Fund to come into operation as from a future appointed day to be determined by Statute.

FOR OTHER NURSES

III. For nurses and midwives not falling within I and II above the Federated Superannuation Scheme will continue to be available.

SOME PRACTICAL EXAMPLES

Example I.

A nurse passes through her period of training and obtains an appointment as staff nurse. She enters a voluntary hospital at the age of 18 and immediately becomes a member of the Central Fund. She remains a staff nurse all her life.

Under the Rushcliffe and Taylor scales her salary and emoluments would ultimately rise to £230 a year.

If she retired at 55, her annual pension would be 37/60ths of £230, i.e., £141 16s. 8d.

If she remained in service to age 60, she would receive a pension of 40/60ths of £230, i.e., £153 6s. 8d.

Example II.

If the nurse in Example I had obtained an appointment as a Ward Sister at age 30, her salary and emoluments would have risen to £280 a year.

If she retired at age 55, her annual pension would be 37/60ths of £280, i.e., £172 13s. 4d.

If she remained in service to age 60, she would receive a pension of 40/60ths of £280, i.e., £186 13s. 4d.

Example III.—History of Nurse

	Age	*Annual Salary* £
Date of joining Hospital service 31.3.19 ...	20	—
,, ,, Federated Superannuation Scheme, 1929	30	300
Date of addition to salary, 1944	45	400
,, retirement, 1954	55	400

The appointed day of the Fund is assumed to be the 1st April, 1945.

Existing Policies under Federated Superannuation Scheme.

	Contributions			*Annuity*	*Or Lump*
	Nurse	*Employer*	*Total*	*from 55*	*sum*
	£	£	£	£	£
Original policy	15	30	45	135	1,949
Increment policy	5	10	15	11	174
Totals	20	40	60	146	2,123

If the nurse remains in the Federated Superannuation Scheme from 1st April, 1945, and has no further increment of salary her total benefit at 55 is shown by the above figures. She has the choice at 55 of an annuity of £146 without returns or a lump sum of £2,123.

If she joins the Fund on 1st April, 1945, her policies would be assigned to, and they would be maintained by, the Fund for the benefit of the Fund. Under the Fund the position would be:—

Contributions			*Pension*	*Lump*
Nurse	*Employer*	*Total*	*from 55*	*Sum*
£	£	£	£	£
24	48	72	167	Nil

The pension is 25/60ths of the average total remuneration of £400. The pension is "with returns," the minimum amount payable would therefore be:—

		£
Her contributions for 15 years at £15	=	225
1 year at £20	=	20
9 years at £24	=	216
		£461

If the Government should agree to be responsible for a pension for 9¼ years' service prior to 1st January, 1929, she would receive an additional £65 a year, making her total pension £232.

The guaranteed minimum payment would be £461.

Breakdown in Health at Age 50

Under the proposed Fund, provided she has contributed for 10 years the nurse has the option of an immediate pension equal to 20/60ths of £400, i.e., £133 a year. When the nurse retires the Fund can continue or surrender the policy. If the policy is continued the Fund pays a premium of £45 a year for a further 5 years and then receives an annuity slightly larger than the pension granted.

Under the Federated Superannuation Scheme the surrender values of the policies are estimated to total £1,289, which would purchase a pension of £74.

Death at Age 50

Under the proposed Fund, the nurse's estate would receive the return of her payments under the Federated Superannuation Scheme and to the Fund. These total £341.

Under the Federated Superannuation Scheme she would receive the surrender value of the two policies—approximately £1,289.

Example IV.

History of Nurse:—		*Age*	*Salary*
Date of birth	1910		
Date of joining Federated Superannuation Scheme			£
	1935	25	150
	1940	30	200
	1943	33	240
	1944	34	280
Local Authority employment			
Assistant Matron	1950	40	400
	1951	41	415
	1952	42	430
Retired after 7 years as Matron ...	1965	55	730

The following policies would have been effected under the Federated Superannuation Scheme before the nurse's transfer to Local Authority:

Date			*Premium paid by Nurse*	*Hospital*	*Annuity at 55*	*Cash option*
			£	£	£	£
Initial 1935	A	...	7.5	15.0	98	1,381
Increment 1940	B	...	2.5	5.0	20	298
,, 1943	C	...	2.0	4.0	11	185
,, 1944	D	...	2.0	4.0	11	174
	Totals		£14.0	£28.0	£140	£2,038

If the nurse had contracted out of the Fund and her new employer had refused to recognize her previous service she could convert the policies into paid up policies as follows:—

	Annuity	*Cash option*
	£	£
A	49	727
B	10	150
C	4	72
D	4	61
	£67	£1,010

Then on retirement at 55, the nurse would receive a pension from the Local Authority of:—

		£
1950/65 15/60ths of £730	=	183
plus her paid up annuity ...		67
Total ...		£250

or about one-third of her salary.

If she remained in service to age 60 and deferred taking her pension until that age her pension would be:—

		£
1950/70 20/60ths of £730	=	243
plus annuity provided by ... policies estimated at ...		83
Total		£326

If the nurse had entered the Fund at the outset, her policies would have been taken over by the Fund. On transfer to the Local Authority a transfer value would have been paid, and her final pension, paid by the Local Authority would be:—

On retirement at age 55
1935/65 30/60ths of £730 = £365 a year.
On retirement at age 60
1935/70 35/60ths of £730 = £426 a year.

Example V.

Suppose the nurse, cited in Example IV did not receive her appointment as Assistant Matron at age 40, but continued as a Ward Sister on a salary (including emoluments) of £300 a year.

If in 1960, at the age of 50, she were compelled to give up her employment in order to nurse an aged relative, she will be entitled to a deferred pension at the appropriate age.

The total paid up annuities under the Federated Superannuation Scheme would amount to £117 a year payable from age 55 with the alternative cash option of £1,609 at that age. If the pension is deferred to age 60 it would be increased to £129 a year.

If the nurse had joined the Fund she would have been entitled to a "broken service" pension payable from age 60 of 25/60ths of £300, i.e. £125.

SISTER TUTOR SECTIONAL COMMITTEE CANDIDATES' POLICIES

(*Continued from last week*)

Miss D. L. Hall

If elected to serve on the Sister Tutor Central Sectional Committee I shall always do all within my power to further and maintain a high standard of nurse training, with emphasis on the student status of the nurse in training and the re-introduction at an early date of the test educational examination: I believe that hospital authorities should be encouraged and if necessary assisted by grants of money, to introduce a block system of training.

Miss J. McE. Gemmell

I shall endeavour to bring about the establishment of preliminary training schools and of the block system of training because I believe this would prevent divided interests and encourage co-operation between the ward sister and sister tutor and raise the standard of nursing. I should like to see a full time inspectorate for training schools similar to the Swedish scheme; grants for sister tutor's courses in order to increase the number of sister tutors. Having regard to the dearth of sister tutors I would advocate raising the status of the sister tutor to that of the assistant matron.

Special Aspects of Industrial Nursing (*Continued from page 197*)

her services. In addition to visitingthe sick and injured employees and carrying out redressings, she attends at each of the four ambulance stations during the doctors' medical examinations and gives whatever help she can.

In instituting a successful nursing service there must be close co-operation between all sections of the management and the employees—only in this way is best service achieved.

I would like in conclusion to pay tribute to the value of a colliery nursing service in the recent extension of the medical service within the Ministry of Fuel and Power, and to express my appreciation of the help and guidance which has been so readily forthcoming from the Regional Medical Mines Inspector for the North Regional Area, Dr. T. Watkin. The professional advice and help, with an understanding of industrial conditions, which will be available through this medical service, will do much to guide colliery undertakings along the right lines in furthering the extensions of nursing and medical services in the coal mines.

We are indebted to the Royal College of Nursing for post-graduate courses in industrial nursing which have been made available to trained nurses to equip them for industry. No doubt there may be included, in the near future, a section for the industrial nurse who will play her part in the collieries nursing service.

Correction

Among the Royal College of Nursing Council Election Candidates which appeared in the Nursing Times of March 3 (page 146), we described Miss A. M. Milligan as Examiner for Preliminary and Sick Children's Nurses' Examinations, Joint Nursing and Midwives Council Northern Ireland. Miss Milligan has kindly pointed out that these are not her qualifications. They should have appeared after the name of Miss D. Melville.

Correspondence

Concerning the Wider Basic Training

It is unanimously agreed that the reconstruction of the medical services must go hand in hand with nursing reconstruction. If the medical services are to work on a regional basis, what could better suit our plans for a wider basic training? The same group of hospitals and medical services which are to serve the patient might equally well serve the nursing student. By this means, and this means only, so far as I can see, are we really going to be able to carry out our revised syllabus of training in all training schools. For many of our larger training schools it is no doubt possible to carry it out at the present time, allowing four years for doing so, but, for the *greater number* of training schools it would be impossible to do it without evasion unless a group of general and specialized hospitals co-operate, both in regard to lectures and practical experience.

It therefore seems inevitable that student nurses will circulate around the group of hospitals in rotation. Ward staffing problems are likely to be increased by such an arrangement, unless more permanent staff, either trained or assistant nurses, or both, are available to the wards and departments.

The regional group of hospitals would probably find it convenient to have a combined preliminary training school, and, if this is to be considered, a combined block system in the same teaching department. The resultant economy in teaching staff and equipment is obvious.

Our revised syllabus is an ambitious one, and should provide a nurse with a wider general and specialized nursing knowledge, and will do so if our plans for carrying it out are equally ambitious. If we ignore existing conditions, and make excuses for defaults in training on the grounds of inadequate facilities our project will fail. Let us therefore, not emulate the ostrich, but, working on investigations made beforehand consider the necessary organization before the syllabus is finally adopted for practice.

Royal Manchester Children's Hospital, Pendlebury. D. PETERS (*Nurse-Teacher*).

Raising the Standard?

You may be interested in the following notes on the Draft Revised Syllabus for Nurses Examinations, sent to members of the Nursing Committee of the Bradford Royal Infirmary and to be considered at the next meeting of the Committee.

Adoption of the revised syllabus would appear to be likely to do much more than just increase the amount of book-knowledge required of the student nurse. It would have the effect of excluding from the ranks of fully State-registered nurses a proportion of a class of candidates who heretofore have had the ability to pass the required examinations and have proved themselves to be capable and efficient members of the nursing profession.

Dr. Alan Maberley, of the Tavistock Clinic has said: "Intelligence is an inborn characteristic, unaffected by education, but education influences the effective use that the individual makes of the abilities he possesses. . . . . Less than 10 per cent. of the population have the necessary ability to profit by secondary school education as we know it, and only about 2 per cent. reach a university standard. . . . Therefore it is a mistake to be constantly demanding a higher and higher level of native ability. . . . Some 10 per cent. of individuals are liable to show signs of breakdown, physical or mental, if required to do work demanding any great degree of concentration or comprehension."

Professor F. Clarke writes: "What is bedevilling our thinking is, clearly, the vicious habit of identifying education and schooling. Much necessary education is given by social agencies other than school."

Sir John Graham, M.P.: says "In the Gran Chaco, education relied upon training in observation of natural phenomena, the interpretation of such observation and the development of the habit of constant mental alertness. An unenviable result of the unfortunate domination of the printed book is the reduction to a position of relative unimportance of training in observation, judgment and mental alertness, which formed so important a part of education in the earlier phases of communal evolution. Imprisoned in the schoolroom the pupil occupies himself no longer with observing and puzzling out the meaning of what he observes, but rather with an uncritical absorption of snippets of information.

The school master tends to put too high a value on intellect—on the capacity for abstract learning—in comparison with intelligence, which is the capacity for dealing wisely with the knowledge possessed. This is very natural since to be a scholar—a "schoolman"—he must have possessed a predilection for an intellectual training."

Two quite different ideals may be aimed at in deciding how the suitability of any candidate for a place in the nursing profession is to be decided: (*a*) as is done in respect to the ordinary school-leaving certificate and the higher certificate. A not-too-stiff standard may be set for nurses generally. And a higher test (*e.g.* University Nursing Diploma) set for such nurses as desire to qualify for higher posts; or (*b*) the general standard of academic attainment required may be raised so high that a proportion of candidates will no longer be able to qualify under it; these girls will have to be satisfied with a place on a register of assistant nurses and an inner consciousness of being relative failures.

The General Nursing Council would appear to have adopted the latter policy. For reasons set out above there would appear to be justification for advocating a continuance of the hitherto accepted policy of requiring a relatively narrower field of academic "school" learning and a correspondingly greater proportion of practical training for the general run of student nurses; the wider field of abstract academic teaching being reserved for the minority who desire and have the native ability to proceed to a higher qualification. J.P.

For Progress

With reference to Dr. Houghton's letter in your issue of March 17, it is easy either to be misunderstood or misquoted. The point I hoped to make was certainly not the incidence of tuberculosis infection amongst nurses working in sanatoria, which has not yet been investigated, but the fact that we cannot advise young people generally to take up sanatorium nursing until the conditions of living and working in *all sanatoria* are brought up to the that of the best, and to these latter I accorded great praise.

Dr. Houghton says "working conditions in some of the smaller general hospitals are just as unsatisfactory as those in some of the smaller sanatoria". Two wrongs don't make a right. We should look to all hospitals, and to all sanatoria alike, to provide good conditions and teach the prevention, control. and treatment of disease.

Pulmonary tuberculosis is responsible for about one-twentieth of the total annual deaths in this country.—Only approximately 26,000 beds are available for the sanatorium treatment of pulmonary tuberculosis; it would therefore seem comparatively easy for this group of hospitals to become a beacon in the prevention and control of this dreaded disease.

Words of mine are always intended to be constructive, in this instance may they help to stimulate the authorities to provide, "for the sake of the patients," the only true means of propaganda against a disease of great social importance. It is no use teaching either patients or nurses the theory of prevention, whilst permitting unhygienic measures to prevail. Example as well as precept is required.

Our sanatorium patients should have the best the country can provide and those who nurse them require equally good conditions.

EVELYN C. PEARCE.

For Easter Holidays

As many of the Halford Scholarship nurses taking the Sister Tutor course will be away at Easter we shall have some vacant accommodation which I shall be pleased to offer nurses who may be wishing to spend Easter in London. No charge would be made either for food or accommodation.

Applications should be sent to me at the address below.

Montpelier House, 115, Brecknock Road, London, N.19. J. P. MITCHELHILL,

A PRESENTATION

Miss H. J. Kempson, matron, and Miss E. E. Scott, assistant matron, of the Royal Sea Bathing Hospital, Margate, are retiring early in April. Any former members of the nursing staff wishing to join in a presentation to them are asked to send contributions to Miss E. M. Fildes, South Hill Park, Bracknell, Berks., by March 31.

COMING EVENT

Queen Elizabeth Hospital for Children.—There will be an exhibition and sale at 44, Piccadilly Circus, W.1, from March 21 to April 7, from 10 a.m. to 7 p.m.on week days, and from 2 p.m. on Sundays. The exhibition will include pictures by well known artists and an exhibition of the hospital's departmental work. A large number of original paintings and illustrations are presented for sale in aid of the hospital funds.

A WAR MEMORIAL

Preliminary plans have been drawn up for the launching, at the appropriate moment, of a Fund to provide a Memorial to nurses and midwives of the Empire who have given their lives during this war. The purpose of this Fund is two-fold: (1) to furnish a memorial Chapel in Westminster Abbey, which shall house a Roll of Honour of those who have fallen. (A Chapel has already been allocated by the Abbey authorities). (2) To provide a sum of money to be used for the benefit of the nursing profession, in a way to be decided later. £5,000 will be needed for the Chapel in Westminster Abbey, but it is anticipated that much more than this will be raised by nurses and midwives wishing to honour their colleagues who have given their lives.

This Fund will be known as the British Nurses' National Memorial Fund, and among those who have agreed to serve on its Council are the following leaders of the nursing and medical professions: the Matrons-in-Chief of the nursing services and the Joint War Organization of the Red Cross and St. John; the Chairman of the General Nursing Council and the Central Midwives' Board; the Chief Nursing Officers of the Ministry of Health and Labour; the Presidents of the Royal College of Physicians, Royal College of Surgeons, and the Royal College of Obstetricians and Gynaecologists. *No money should be sent until the Appeal is launched.*

Royal College of Nursing News

Membership forms may be obtained from the Secretary, Royal College of Nursing 1a, Henrietta Place, Cavendish Square, W.1., or from local branch secretaries

Public Health Section

Public Health Section within the Liverpool Branch.—A meeting of the Industrial Nurses' Discussion Group will be held on Saturday April 7, at 2.45 p.m. at the Carnegie Welfare Centre, Arrad Street, Liverpool 7. Mrs. Latham, industrial nurse, and Miss Upward, hospital almoner, will open a discussion on "Post War contacts between industrial nurses and hospital almoners". Please bring your own refreshments.

Public Health Section Within the North Staffordshire Branch.—A whist drive will be held on April 10, at the Liberal Club, Percy Street, Hanley.

Public Health Section Within the Yorkshire Branch at Leeds.—A course of mothercraft lectures is proposed if there are enough entrants. Will all interested please get in touch with Mrs. Fletcher, honorary secretary, at 27 Blundell Street, Leeds 1. The lectures cannot be started or fees fixed until the number of entrants is known. Members from any College Section or other Branch near Leeds will be welcome.

Branch Reports

Altrincham Branch.—On March 10, we had a stimulating talk by Miss Milne, supervizor of Stretford day nurseries. She gave an account of the work done in day nurseries, helping to inculcate self-reliance in the child, and giving relief to mothers, often overstrained by war work or war conditions. The meeting was of the opinion that day nurseries should be continued after the war. A discussion on the agenda of the next Branches Standing Committee followed and the Branch repesentative consented to attend and voice the opinions of the Branch.

Bradford Branch.—There will be a general meeting on Monday March 26 at 6.45 p.m. at 48 Market Street, to discuss the agenda for the Branches Standing Committee meetings to be held on April 7.

Caernarvonshire & Anglesey Branch.— The annual meeting will be held on Tuesday March 27 at 3 p.m. at Plas Menai, Caernarvonshire and Anglesey Infirmary. Miss Montgomery Northern Area Organizer, will be present.

Cheltenham Branch.—The Ward and Departmental Sisters' Group within the Branch arranged a most successful "brains trust" on March 14 at the Royal Infirmary, Gloucester. The question master was Mr. C. T. Evans, house govenor of the infirmary, and the "brains trust" included a sister tutor, a county superviser of health visitors, a ward sister and a student nurse. Miss Christie, branches secretary, deputized for Miss Adams, area organizer, unavoidably absent. The questions submitted covered a wide field of professional interests and were frequently referred to the meeting for wider discussion. They proved of such interest that it was agreed to circulate them in order to obtain the views of the groups generally. This, it is hoped, will be done in the near future. Congratulations Gloucester!

Derby Branch. — At the annual meeting on March 10, at the Derbyshire Royal Infirmary, reports and balance sheets of the Branch and the Public Health Section within the Branch were adopted. The following officers were elected: chairman and president, Miss Pettitt; representative, Miss Shipton; Honorary Secretary, Miss Pettigrew; treasurer, Miss Southenden; Executive committee members Miss McPherson; Miss Coombs; Miss Morley; Miss McGarvie; Miss McAlister; Miss Everitt; Miss Farmer; Miss Doncaster; Miss Godfrey; Miss Gardiner, Miss Ryder; and Miss Donnelly. The agenda of the forthcoming Branches Standing committee meeting was discussed. Allocations of cheques were sanctioned to the Elderly nurses fund, Papworth Settlement, The Merchant Seamen, Invalided Prisoners of War and the local effort for Dutch children. Tea was served at the close of the meeting.

Harrogate and District Branch.—On February 10 a study day was held at the Royal Bath Hospital, Harrogate, by permission of Miss Bairnes (matron) Interesting practical treatments radiography, and talks were given by the medical staff and lantern slides on "Rheumatism" were shown. On March 8, the annual meeting was held at the Harrogate General Hospital thanks to Miss Thombon matron. Miss Hughes president of the Royal College of Nursing gave a talk on "the Activities of the College". The meeting was well attended,

Isle of Wight Branch.—A meeting was held March 17 at 60 Monkton Street, Ryde, by kind invitaton of Miss Moss Miss Filley presided. After the usual business and a discussion on resolution from other branches, E. A. English Esq. Mus. B. (Oxon) F.R.C.O., of the Ministry of Information spoke on Current Events, then, by special request, Mr. English played selections from famous composers.

The next meeting will be on Saturday April 21, at 3 p.m. at the Literary Institution, Newport.

North Staffordshire Branch.—A general meeting will be held on May 1, at 6.30 p.m. at the North Staffordshire Royal Infirmary.

Nottingham Branch.—A special meeting will be held on Tuesday, March 27, at 6.30 p.m. in the Board room, General Hospital, Nottingham, when G. J Owens Esq., deputy town clerk will explain the machinery of local government. We are most anxious that Mr. Owens should have a good audience and ask members to make a special effort to be present. A general meeting will be held on Friday March 23, at 7 p.m. in the Board Room of the Nottingham General Hospital, to discuss the resolutions from the Branches to be dealt with at the Branches Standing Committee. The Executive Committee will meet at 6.30 p.m. to discuss the Annual Meetings of the newly formed group of ward and departmental sisters held an afternoon of combined events on March. 1 It was their initial activity and was a great social and financial success. Features of the meeting were a bring and buy sale, buffet tea and whist drive. The total proceeds were £115 15 0, which, apart from establishing the group on a sound financial basis will enable it to achieve its objects of furthering the formation of a Ward Sister's Section at the Royal College of Nursing, and of becoming a live and progressive group.

Peterborough Branch.—The second annual meeting took place at the Memorial Hospital Peterborough, on March 7. Miss Thomason matron of an American Hospital, gave an interesting address on nursing conditions in America. After tea a business meeting was held. The President Mrs. Grimes, was in the chair. The minutes were read and adopted, Miss Tranter, chairman of the Branch gave a résumé of the year's activities and Mrs. Holmes, the treasurer presented the financial report. Mrs. Fulton was elected Treasurer. The President, chairman and the Hon. Secretary were all asked to remain in office for a further year. The members of the executive committee for the coming year were elected as follows:—Mrs Stewart Mrs. Pike, Mrs. Chanett, Mrs. Turner, Miss Palmer and Miss Ritchie. The date of the next general meeting will be April 21 when Miss Hughes from Sleaford will speak on "District Nursing".

The York and Ainsty Branch.—The 15th annual meeting was held on March 12 at the Mansion House. Miss Moir was in the chair. The annual report and balance sheet were read and reports from the Public Health and Sister Tutor Sections, Student Nurses Association and Ward Sisters. Group. The only change on the Executive Committee was, the election of Mr. G. C. Craig O.B.E., F.R.C.S. as President, in place of Dr. Peter Macdonald, who will act as vice-president

Miss Burbury, matron, Leeds Royal Infirmary, addressed the meeting on "The Basic Training of the Student Nurse". a discussion followed. On Monday March 26 at 7 p.m. the Ward and Departmental Sisters Group will meet for a gramophone recital. There will be refreshments and a silver collection.

Yorkshire Branch at Leeds.—A General meeting was held at 9 Lovell Street by kind invitation of Miss Blundell A.R.R.C, to study the Branches standing Committee's Agenda. Our thanks are due to Miss Blundell for a very happy evening, the last which she will give us in Leeds, and we all send her our good wishes in her new home.

Study Day at York

A study day arranged by the York and Ainsty Branch of the Royal College of Nursing will be held on Saturday, April 7. The subject of lectures and demonstrations will be "Mental Illness."

Programme.—Morning Session at North Riding Mental Hospital. **10.15 a.m.** in The Board Room, opening remarks by the President, Mr. J. G. Craig, O.B.E., F.R.C.S. **10.30 a.m.** at the Villa, demonstration of Insulin Therapy by Major C. C. Campbell, R.A.M.C. **11.15 a.m.** in Ward 2, demonstration of "Electro Convulsive Therapy," by Dr. J. J. O'Riordan. **11.45 a.m.** in the Board Room. Explanation of the previous demonstration. **1.0 p.m.** Packet lunches, beverages, provided at Mental Hospital, Bootham Park. Afternoon Session, Bootham Park Mental Hospital. **2.15 p.m.** "Psychiatrical Problems in Childhood and Adolescence," by Dr. David Robertson, M.D.; Chairman: Dr. Dangerfield, F.R.C.S. Tea will follow at the kind invitation of Miss Porter, Matron, Chairman.

Fees. For the whole day: College members, 2s.; non-members 3s.; student nurses 1s. For a single lecture: College members 1s.; non-members 2s.

Clifton Buses leave Rougier Street (three minutes walk from the station) every quarter of an hour to Rawcliffe Lane end. The North Riding Mental Hospital is ten minutes walk down the main road to the left. There is a taxi service from the station. Return buses leave Rawcliffe Lane end every quarter of an hour and pass Bootham Park Mental Hospital. It is about 20 minutes walk between the two hospitals.

FOR OVERSEAS RELIEF WORKERS

For European Relief.*—A series of lectures for relief workers reproduced from the *Nursing Times*.

The series of lectures presented in this useful little book although primarily intended for nurses preparing to undertake overseas relief work, cannot fail to stimulate the interest of all who wish to acquire a better understanding of the conditions of life in the occupied countries. The national character, the ways of living, and the provision of health services in various countries, are simply and clearly described, and, in addition, there is a wealth of practical advice and detailed guidance for dealing with the problems likely to confront relief workers following in the wake of the armies of liberation. The book is profusely illustrated with photographs, many of which cannot fail to arouse feelings of pity for the sufferings of children in occupied countries.

* *Obtainable from the Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1. Price 2s. 3d. (Post free).*

The advice given to those proceeding overseas by the writer of the foreword is to be commended—'You may be told to lighten your luggage. Whatever else you discard, do not jettison this book. It will be your good companion and serve you well in many climates.' This excellent book has already proved of immense value to members of the Joint War Organization, Trained Nurses Department, who are at present doing civilian relief work overseas.

DAME EMILY BLAIR,
Matron-in-Chief.

NURSES' APPEAL FOR NURSES

Nation's Fund for Nurses

We have said many times that we feel that our column helps a little towards adjusting the balance of good against evil, and how necessary it is nowadays to do one's utmost to use all the weight possible on the side of good. Our totals lately have given so much happiness. Would you please add your weight towards a further supply as it is so necessary.

Donations for Week ending March 17, 1945

	£	s.	d.
"H.E.T."		10	0
The Portsmouth Branch of The Royal College of Nursing		7	6
The nursing staff and Dr. Smith at The Peterborough and District Memorial Hospital	5	10	0
'In Memory of Miss Olive Wilshire," per Miss M. F. Hughes	3	5	0
Staff Dance Committee, Park Prewett Hospital, Basingstoke (part proceeds of dance)	21	0	0
Staff of Haslemere and District Hospital (several collections from services held in Hospital)		10	0
Miss Bone, per Mrs. Pond	1	1	0
Miss J. H. Stein	3	18	0
From two College Members (for coal)		16	0
Student Nurses' Association, Monsall Hospital, Manchester (part proceeds of a few social evenings to which all members of staff were invited)	5	5	0
	£42	2	6
Total to date £9,364	3	7	

We are very grateful to Mrs. Brodie for a large box of tinfoil.

M. H. Henderson, Secretary, Nurses' Appeal Committee, *Nursing Times*, c/o Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

In Parliament

On March 15, in the House of Commons **Mr. Linstead.**—asked the Minister of Health whether he was in a position to make a statement about the superannuation arrangements for nurses and midwives.

Mr. Willink.—Yes, Sir. My right honourable friend the Secretary of State for Scotland, and I have received the report of the sub-committe appointed by the Nurses' Salaries Committee and the Midwives' Salaries Committee jointly with the Scottish Nurses Salaries Committee.

The report was submitted to me by Lord Rushcliffe on behalf of the Nurses' and Midwives' Salaries Committee, and to the Secretary of State by Professor Taylor on behalf of the Scottish Nurses' Salaries Committee. The report is being presented as a Command Paper.

My right honourable friend and I welcome the report as a most valuable detailed survey of a complex and technical matter and as an important step towards a solution of the difficulties. The suggestion made by the Sub-Committee will require careful and close study in consultation with all the interested organisations, and my right honourable friend and I propose to initiate discussions with those concerned at an early date.

GREEN ENVELOPE

A recent house-to-house appeal in Bournemouth, known as the "green envelope," appeal, on behalf of the Royal Victoria and West Hants Hospital resulted in a welcome surprise by reaching a total of over £2,000, instead of the £800 target.

Suggested Answers to C.M.B. Questions

By LOIS BEAULAH, S.R.N., S.C.M.
Diploma in Nursing, London University

QUESTION 3.—*What may be the causes of death of the child during labour? Describe the treatment of a child suffering from asphyxia pallida (white asphyxia).*

The causes of death of the child during labour are as follows:

1. **Interference with the supply of oxygen to the foetus.**—This may be brought about by: (*a*) *general disease of the mother*; any condition which lowers the oxygen content of the maternal blood-stream may cause death of the foetus from asphyxia. Examples of such diseases are disfunction of the heart; pulmonary tuberculosis and pneumonia; gross anaemia; eclampsia and epilepsy; or (*b*) *interference with the circulation in the uterine wall, placenta, or cord*; tonic contraction, or excessive contraction of the uterine muscle; infarction of the placenta as sometimes occurs in pre-eclamptic toxaemia; separation of the placenta as occurs in unavoidable and accidental ante-partum haemorrhage; pressure on, or knots in, the cord, are all conditions which interfere with the supply of oxygen to the foetus and so may cause intra-uterine death during labour.

2. **Poisoning of the foetus from some disease of the mother.**—The pregnant woman who suffers from chronic nephritis, any of the specific fevers, pre-eclamptic toxaemia or syphilis does not normally carry as healthy a child as other women. The baby may die before labour begins, but often succumbs during labour from the combined effects of disease and labour.

3. **Direct injury to the foetus.**—Tearing of the cerebral membranes resulting in haemorrhage is fairly common in labour. It is associated with breech and forceps deliveries, occipito-posterior positions, and any cases of disproportion. Thus post-mature and very large babies run the risk of cerebral haemorrhage. So, too, do premature babies in whom the blood vessels in the head are not mature, nor well protected by the poorly ossified skull.

4. **Drugs.**—Certain drugs such as morphia and quinine may give rise to foetal death.

5. **Gross abnormality of the foetus.**—An example of this is anencephaly.

The midwife should summon a doctor to treat any child suffering from asphyxia, but whilst awaiting his arrival, she should carry out treatment to the best of her ability. She should proceed as follows:

As soon as the head is born, the airway should be cleared by suction through an adequate mucus extractor. This operation should be repeated when the rest of the body is born, and subsequently at frequent intervals whilst other measures of resuscitation are undertaken. The baby should be separated from the mother quickly, wrapped in a well-warmed blanket, put into a heated cot with the head at a lower level than the feet. Lobeleine, gr. 1/20, may be injected into the umbilical vein and milked towards the cord. As soon as the baby makes any attempt to breathe oxygen, 95 per cent., with carbon-di-oxide, 5 per cent., should be administered through a nasal catheter unless regular deep breathing is established without its use. The baby should be handled very gently whilst being treated, and it is important to see that the tongue does not flop backwards and impede the airway, a tongue clip should be used if necessary. The child will need to be kept under strict observation for some hours after its immediate recovery, as attacks of cyanosis are not uncommon later on.

Desert Hospitals

"The desert hospitals are really remarkable all things considered. Most of the wards are merely tents and the ingenuity of the hospital staffs is extraordinary. They have thought of so many little ways of making the men as comfortable as possible. There is no doubt that the medical profession in war-time is beyond praise. With the exception of a few rather obtuse officers, a very few, I have only seen gentleness and sympathy and quite staggering efficiency. The nursing sisters all contrive to look as though they had spent at least two hours on their toilettes; their uniforms are always spotless and they all look cool and pleasant. They achieve this in circumstances that would drive ordinary women dotty. The sanitation of course is often primitive, the heat is terrific and the glare and sand and flies are appalling. There is very great human material here. If I had seen nothing else on this trip these desert hospitals would be worth it all."

—*From: "Middle East Diary" by Noel Coward.*

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE VIII

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

FLEETWOOD HOSPITAL
(40 Beds)
APPOINTMENT OF MATRON
Applications are invited for the post of **Matron** with House-keeping experience. Salary according to Rushcliffe scheme. F.S.S. in force. Applications stating experience, qualifications and age, together with copies of three testimonials of recent date to be addressed to the undersigned and to be received not later than first post Wednesday, March 28th, 1945.
Fleetwood Hospital, Fleetwood, Lancs. J. LONGWORTH, Secretary. (1666N)

COUNTY BOROUGH OF SMETHWICK ST. CHAD'S HOSPITAL
(147 Beds)
APPOINTMENT OF MATRON
Applications are invited for the post of **Matron** at the Council's Municipal Hospital. Applicants must be State Registered Nurses, preferably with experience in a General and Maternity Hospital. Salary will be in accordance with the Rushcliffe scale, i.e., £250, rising by annual increments of £25, to £375.
The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.
The appointment will be subject to three months' notice on either side. The Hospital receives Medical, Surgical and Maternity Patients, and is approved as a General Training School for Nurses and also for Part II S.C.M. Certificate.
Applications, stating age, qualifications and experience, accompanied by copies of not more than three recent testimonials, should be addressed to the Medical Superintendent, St. Chad's Hospital, Hagley Road, Birmingham, 16.
Council House, Smethwick. E. L. TWYCROSS, Town Clerk.
March 12th, 1945. (1959N)

ROYAL NORTHERN HOSPITAL, HOLLOWAY, LONDON, N.7
Applications are invited for the post of **Matron** which becomes vacant June 1st, 1945 on the retirement of the present holder. Commencing salary £350 per annum rising to £530 (with board, residence, laundry and uniform valued at £200). Rushcliffe salaries and conditions of service and Federated Superannuation scheme in force. Particulars of the appointment can be obtained from the undersigned to whom applications, together with copies of three recent testimonials should be sent before April 16th, 1945.
GILBERT G. PANTER, Secretary. (2016N)

COUNTY BOROUGH OF BLACKBURN
WAR-TIME NURSERY
Applications are invited for the post of **Matron** (either resident or non-resident). Must be State Registered General or State Registered Children's Nurse. The salary is as follows:—
Resident, £140 per annum, rising by £10 per annum to a maximum of £210, plus residential emoluments valued at £110 per annum.
Non-resident, £250 per annum, rising by £10 per annum to a maximum of £320 per annum.
Forms of application may be obtained from the Medical Officer of Health, Public Health Department, Victoria Street, Blackburn, and should be returned to him not later than the first post on Thursday, the 5th April, 1945.
CHAS. S. ROBINSON, Town Clerk. (2006N)

COUNTY BOROUGH OF WARRINGTON WARRINGTON ISOLATION HOSPITAL, AIKIN STREET, WARRINGTON
Assistant Matron and Sister Tutor. (Combined post). Must be S.R.N. R.F.N. with experience as Ward Sister, and competent to teach in accordance with the G.N.C. syllabus for Fever Certificate.
Salary £205 by £15 annual increments to £250 and conditions of service in accordance with recommendation of the Rushcliffe Report.
The post is designated under the Local Government Superannuation Act.
Applications stating age, qualifications, and experience, with names for reference, to be sent to the Matron.
STUART F. ALLISON, M.B., Ch.B., D.P.H., Medical Officer of Health, Sankey Street, Warrington. (1787N)

CORNWALL COUNTY COUNCIL TEHIDY SANATORIUM CAMBORNE
Applications are invited for the position of **Assistant Matron** at the Sanatorium. Applicants should be State-registered Nurses holding a house-keeping certificate, and it is desirable that they hold also the Certificate of the Tuberculosis Association. The work will include the giving of Lectures to Student Nurses preparing for the T.A. Certificate. Salary and conditions will be in accordance with the recommendation of the Rushcliffe Committee. Applications, together with two names for reference should be sent to the Matron, Tehidy Sanatorium, Camborne.
County Hall, Truro. *Signed* L. D. NEW, Clerk of the Council.
February 1st, 1945. (1647N)

ENFIELD URBAN DISTRICT COUNCIL
WAR-TIME NURSERIES
Applications are invited for the appointment of **Deputy Matron** (State Registered General or State Registered Children trained) in the Council's War-time Day Nurseries, at a salary of £230 per annum, rising by annual increments of £10, to a maximum of £280.
The person appointed will be required to work under the direction of the Medical Officer of Health and the appointment will be subject to one month's notice on either side.
Applications, stating age and experience, together with copies of three testimonials, should be sent to the undersigned not later than the 31st March, 1945, next, marked "Deputy Matron."
Candidates must disclose in writing whether they are related to any Member, Officer or employee of the Council.
Candidates canvassing Members of the Council or its Officers directly or indirectly will be disqualified for the appointment.
Public Offices, Enfield. J. WARING SAINSBURY, Clerk of the Council.
March 13th, 1945. (1951N)

BOROUGH OF BEVERLEY WAR-TIME DAY NURSERY
Applications are invited from State Registered Nurses (immobile) for the non-resident appointment of **Deputy Matron** of the above Nursery. Annual salary, £230, rising by £10 annually to £280, with a deduction of £25 a year for meals provided on duty.
Applications stating age, qualifications and experience, accompanied by copies of not more than three recent testimonials, to be sent to the Medical Officer of Health, School Clinic, Beverley, E. Yorks, not later than Saturday, March 31st, 1945. (1937N)

KING GEORGE HOSPITAL, ILFORD
Applications are invited for a Resident **Tutor Sister.** Fully qualified. Approx. number of Students—70. Salary according to Rushcliffe recommendations. F.S.S.F. Apply, with testimonials, to Matron. (1659N)

CITY OF COVENTRY QULSON ROAD MUNICIPAL HOSPITAL
APPOINTMENT OF SISTER-TUTOR.
Applications are invited from qualified **Sister-Tutors** for the above vacant post. Candidates must have had not less than one year's experience as ward sister. Salary and conditions in accordance with the Rushcliffe Scale.
Applications stating age, qualifications and experience, together with copies of two recente testimonials, should be forwarded as soon as possible to the Matron at the Hospital.
A. MASSEY, Medical Officer of Health.
The Council House, Coventry.
27th February, 1945. (1590N)

MANCHESTER ROYAL INFIRMARY
Sister Tutor in charge of Preliminary Training School. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force.
Applications with three recent testimonials to be sent to the Lady Superintendent of Nurses, Manchester Royal Infirmary. (1356N)

ROCHDALE INFIRMARY
Sister Tutor required. Salary in accordance with the Rushcliffe scale. F.S.S. in force.
The person appointed will be required to help in organising and commencing a Preliminary Training School, and introducing a block system of training.
Apply, with full particulars of experience and qualifications to Matron. (1642N)

THE BIRMINGHAM UNITED HOSPITAL THE GENERAL HOSPITAL THE QUEEN ELIZABETH HOSPITAL THE GENERAL HOSPITAL, BIRMINGHAM
Assistant Sister Tutor (Qualified) required. Salary according to Rushcliffe scale.
Apply, Matron, The General Hospital, Birmingham. (1898N)

THE PRINCE OF WALES'S HOSPITAL GREENBANK ROAD, PLYMOUTH.
(254 Beds and 70 E.M.S. Beds).
Administrative Sister required. Capable of helping with the teaching of Student Nurses. Rushcliffe scale of salaries and F.S.S.N. in force. Apply Matron. (1898N)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

GENERAL HOSPITAL, NUNEATON
(104 Beds)
RECOGNISED COMPLETE TRAINING SCHOOL, AND AFFILIATED TO CENTRAL PRELIMINARY TRAINING SCHOOL
Senior Tutor required. Rushcliffe scale of salaries and F.S.S. in force. Applications, with full particulars and Matrons' names for reference, to the Matron. (1840N)

COUNTY BOROUGH OF SOUTH SHIELDS GENERAL HOSPITAL
Applications are invited for the appointment of a **Senior Tutor.** Salary in accordance with Rushcliffe scale, if resident, £230-£10-£280, together with board, lodgings and use of uniform. The person appointed may elect to become non-resident at a non-resident scale of salaries.
Application forms from the Matron, General Hospital, Harton Lane, South Shields. (1938N)

THE ROBERT JONES AND AGNES HUNT ORTHOPAEDIC HOSPITAL, OSWESTRY
(360 Beds, plus 160 E.M.S.)
Fully qualified **Teacher** with T.M.M.G. and M.E. Certificates, urgently required to take charge of the training of Students for the C.S.P. examinations and the Physiotherapy Departments. F.S.S. in force. Salary according to the C.S.P. scale. Apply to Matron. (1995N)

LYTHAM HOSPITAL, LYTHAM, LANCS. GENERAL HOSPITAL
(46 Beds)
AFFILIATED TRAINING SCHOOL
Senior Tutor and Assistant Matron required (combined post). Candidates must be able to work according to the Syllabus of the General Nursing Council. Salary according to the Rushcliffe scale. Uniform provided. The F.S.S. in force.
Apply, with full particulars and names for reference, to Matron. (2002N)

THE ROYAL NATIONAL HOSPITAL FOR DISEASES OF THE CHEST, VENTNOR, I.W.
(231 Beds)
Applications are invited for the post of **Home Sister.** Candidate must be S.R.N. Salary, according to Rushcliffe scale. F.S.S. in force. Apply, with full particulars to the Matron. (1801N)

IPSWICH ISOLATION HOSPITAL
156 BEDS
Home Sister required. S.R.N., R.F.N. and experience will be given to candidate with Housekeeping Certificate. Salary and emoluments according to Rushcliffe scale.
Apply Matron, Isolation Hospital, Foxhall Road, Ipswich. (1781N)

PRINCE OF WALES'S HOSPITAL, GREENBANK ROAD, PLYMOUTH.
Home Sister. Applications for this post are invited from State Registered Nurses having had the requisite training and experience. Rushcliffe Scale of salaries and F.S.S.N. in force. Applications with full particulars should be sent to the Matron. (1897N)

MIDDLESEX COUNTY COUNCIL
Acting Home Sister, resident (with substantive rank of Ward Sister) required by MIDDLESEX COUNTY COUNCIL at Mid-Street Convny, Harper Lane, Shenley, Nr. St. Albans, certified institution for mental defectives. Applicants must be State Registered with certificates in mental deficiency nursing. Salary, etc., according to Report of Rushcliffe Committee. Established staff and pensionable. Subject to passing medical examination. Written applications with details of age, quals., exper. and copies of two recent testimonials to Acting Medical Superintendent "D," at Colney. (389N)

SOUTHEND-ON-SEA GENERAL HOSPITAL (Voluntary Hospital)
Senior Night Sister, S.R.N., S.C.M., required. Rushcliffe scale. Five nights off monthly. Apply, Matron. (1861N)

BLACKBURN & EAST LANCASHIRE ROYAL INFIRMARY
(248+ 115 E.M.S. Beds)
Assistant Night Sister required. Rushcliffe scale with superannuation. Theatre experience essential. S.C.M. preferred. Apply with full details and names for reference to Matron. (1641N)

ASHFORD HOSPITAL, KENT
Childrens' Ward and Night Relief Sister required. Rushcliffe scale of salary. Apply, with particulars of training and experience to the Matron. (2050N)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
Night Sister required for the Private Patients' Department. Salary according to Rushcliffe Scale. F.S.S. in force. Apply with all particulars to the Matron. (1586 N)

SOUTHEND-ON-SEA GENERAL HOSPITAL (VOLUNTARY HOSPITAL)
Junior Night Sister, S.R.N., S.C.M., required. Rushcliffe Scale. Five nights off monthly. Apply Matron. (1885N)

BERKSHIRE COUNTY COUNCIL
NURSING VACANCIES
Applications are invited for the following appointments:—
Ward Sisters, S.R.N., S.C.M., for Maidenhead and Wallingford Institutions.
Night Sisters, S.R.N., S.C.M., for Maidenhead and Wallingford Institutions.
Ward Sisters, S.R.N., for Wallingford, Wantage and Windsor Institutions.
Staff Nurse, S.R.N., for Wokingham Institution.
Staff Nurse, R.M.P.A., required for the Children's Ward (50 beds), Easthampstead Institution.
Salaries for all the above posts are paid in accordance with the Rushcliffe recommendations.
Applications to be made to the County Public Assistance Officer, 3, Abbot's Walk, Reading. (2060N)

WANDLE VALLEY JOINT HOSPITAL BOARD ISOLATION HOSPITAL, MITCHAM JUNCTION, SURREY
RECOGNISED TRAINING SCHOOL FOR NURSES
Night Sister required in June. The appointment to be for one year. Age not over 35.
Ward (Day) Sister required in June.
Applicants must be State Registered Nurses General and Fever.
The salaries to be paid and the conditions of service are in accordance with the Rushcliffe scale.
The appointments are subject to the provisions of the Local Government Superannuation Act, 1937.
Application forms and further particulars may be obtained from the Matron. (2037N)

STOCKTON AND THORNABY HOSPITAL STOCKTON ON TEES
(135 Beds)
Theatre Sister required, middle April. S.R.N. with Theatre experience. Rushcliffe scale salary. F.S.S. in force. Apply, giving particulars of training and experience to Matron. (1968N)

COUNTY BOROUGH OF BLACKPOOL
GOVERNMENT EVACUATION SCHEME
Wanted, **Sister,** S.R.N., S.C.M., to take charge of Post-Natal Hostel. Salary and emoluments Rushcliffe scale.
Apply, Matron, Infectious Diseases Hospital, Devonshire Road, Blackpool.
TREVOR T. JONES,
Town Clerk.
(1964N)

COUNTY BOROUGH OF BLACKPOOL
GOVERNMENT EVACUATION SCHEME
Wanted, **Sister,** S.R.N., with R.S.C.N., or good experience in children's nursing, to take charge of Sick Children's Hospital.
Salary and emoluments Rushcliffe scale.
Apply Matron, Infectious Diseases Hospital, Devonshire Road, Blackpool.
TREVOR T. JONES,
Town Clerk.
(1965N)

EAST SUFFOLK COUNTY COUNCIL
NURSING STAFF REQUIRED
RUSHCLIFFE SALARIES AND CONDITIONS
Ward Sisters (S.R.N.) are required at the Public Assistance Institutions at Red House, Bulcamp, near Halesworth, Stow Lodge, Onehouse, near Stowmarket, and St. Mary's Hospital, Tattingstone, near Ipswich.
Sister in Charge of T.B. Ward is required at Hartismere House, Eye (modern Institution and partly used as an Emergency Hospital).
Assistant Nurses required at St. Mary's Hospital, Tattingstone, near Ipswich and Stow Lodge, Onehouse, near Stowmarket.
(a) With previous experience. Salary and conditions in accordance with the recommendations of the Rushcliffe Committee.
(b) Without previous experience. Salary £35 per annum. After two years' service the salary will be increased to £65 per annum, rising by £5 annually to a maximum of £85 per annum.
Sister in Charge is required at war-time Government Hostel for Aged and Infirm persons at Chandos Lodge, Eye (at present 14 female patients).
Emoluments attaching to the above appointments, consist of free board residence, laundry and uniform.
Applications, giving age, qualifications, previous experience and copies of two recent testimonials, should be sent to the Public Assiitance Officer, County Hall, Ipswich. (1967N)

HORSHAM HOSPITAL
Junior Sisters. Two required with S.R.N. and S.C.M. experience, for Maternity Block opening April 1st. Able to take charge in Sister's absence. Alternate day and night duty. Rushcliffe scale and F.S.S.N. in force. Apply Matron. (1984N)

LIVERPOOL OPEN-AIR HOSPITAL FOR CHILDREN, LEASOWE, MORETON, WIRRAL, CHESHIRE
Relief Sister required. Rushcliffe scale of salary and Federated Superannuation scheme in force. Apply with full particulars to the Matron (2020N)

NORTH RIDING COUNTY COUNCIL
COUNTY MATERNITY HOME, GUISBOROUGH
Applications are invited for the appointment of **Midwifery Sister** (S.R.N., S.C.M.), preferably with recent midwifery experience. Salary, £150 x £10 x £200 (with one additional increment of £20 after 10 years' service on Midwifery Sister's scale) and full residential emoluments. A 48-hour week is in operation.
Application stating age, experience and appointments held, to be sent to the Matron, 66, Northgate, Guisborough, Yorks.
H. G. THORNLEY,
Clerk of the County Council.
(1985N)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE
PUBLIC HEALTH DEPARTMENT
Applications are invited from candidates over 41 years of age for the following appointments:—
SCOTTON BANKS SANATORIUM, KNARSBOROUGH
Ward Sister (resident). Salary scale £140 x £10—£190. Must be S.R.N.
MIDDLETON-IN-WHARFEDALE SANATORIUM, Nr. ILKLEY
Staff Nurses (resident). Salary scale £110x£5—£150. Must be S.R.N.
Salary and conditions of Service in accordance with the recommendations of the Rushcliffe Committee; the commencing salary being determined according to the candidate's previous nursing experience.
The above posts are designated under the Local Government Superannuation Act 1937.
Forms of application can be obtained from the Matron of each Sanatorium.
County Hall, Wakefield. BERNARD KENYON, Clerk of the County Council
March, 1945. (2023N)

KENT COUNTY COUNCIL
EASTRY INSTITUTION, NR. DOVER
Mental Ward Sisters (3) (Female) required, S.R.M.N. or holding R.M.P.A. Certificate. Salary according to service within the appropriate Rushcliffe scale, £150—£200 a year, plus an additional £10 a year if also General State Registered, plus a long service increment of £20 a year where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.
Application forms and particulars from the Matron at the Hospital, to whom completed applications should be sent by 3rd April, 1945.
County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council.
March 15th, 1945. (2011N)

COUNTY MENTAL HOSPITAL, LANCASTER
Departmental Sister (resident), with Theatre experience, required to take charge of treatment unit. Must be qualified in general and mental nursing. Salary and C. according to Rushcliffe scales, £170-£10-£240 per annum, plus emoluments valued at £100 per annum. Asylum Officers' Superannuation Scheme in force. Applications, stating age, qualifications and experience, accompanied by copies of two recent testimonials, to be sent to the Medical Superintendent not later than 6th April, 1945. (1901N)

THE BIRMINGHAM MATERNITY HOSPITAL
District Sister Midwife required S.R.N., S.C.M., competent to instruct Medical Students and Practical Midwifery. Salary as Rushcliffe scale. Applications to be sent to the Matron. (1727N)

HORSHAM HOSPITAL
Wanted **Holiday Sister,** must be able to take Theatre duties. Rushcliffe scheme and F.S.S.N in force. Apply, Matron. (1572N)

ST. CHRISTOPHER'S NURSERY TRAINING COLLEGE, TUNBRIDGE WELLS, KENT
Required immediately, **Fully Trained Sister** for Sick Children's Cottage, 12 cots. Must be capable of training students taking nursery nurses' training' Love of children and experience essential. Salary Rushcliffe Scale.
Apply with full particulars, qualifications and experience, etc., to the Secretary. (53N)

WILSON HOSPITAL MITCHAM, SURREY
Holiday Sister required from April to October. Salary and conditions according to the Rushcliffe scale. Apply giving full particulars to Matron. (1437N)

ASHFORD HOSPITAL, KENT
(90+40 E.M.S. Beds)
Relief Sister required as soon as possible. Capable of doing holiday duties and working in the various departments including theatre. Uniform provided. Rushcliffe scale of salaries. Apply, with particulars of training and experience to the Matron. (1752N)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW, E.17
Sister required for holiday relief duties for six months. Fully trained and State-registered, preferably with Theatre experience. Apply by letter or personally to Matron by appointment. (1782N)

MALMESBURY AND DISTRICT HOSPITAL, WILTS
Ward Sister required, preferably used to small hospital. Rushcliffe scale of salaries. Superannuation scheme. (1828N)

CITY OF WAKEFIELD MUNICIPAL HOSPITAL FOR INFECTIOUS DISEASES AND TUBERCULOSIS
Temporary Ward Sister required, to replace permanent holder of the post who is on active War Service.
Salary in accordance with the Rushcliffe scale.
Applications stating age, details of training and experience, to the Medical Officer of Health, Town Hall, Wakefield. (1862N)

THE ROYAL GWENT HOSPITAL, NEWPORT MON. (255 Beds plus 130 E.M.S. Beds)
Ward Sister, S.R.N. required for the Fracture and Orthopaedic Unit with Orthopaedic training and experience. Salary according to Rushcliffe scale. F.S.S.N. in force. Reply, with full particulars to Matron. (1863N)

STOCKTON AND THORNABY HOSPITAL, STOCKTON-ON-TEES
(135 Beds)
Holiday Sisters (S.R.N.) Required for about five months. Salary according to Rushcliffe scale F.S.S. in force. Apply, Matron. (1818N)

STOCKTON AND THORNABY HOSPITAL, STOCKTON-ON-TEES
(135 Beds)
Ward Sister (S.R.N.) (Children's Ward). Required middle April. Salary according to Rushcliffe scale. F.S.S. in force. Apply, Matron. (1819N)

THE GLOUCESTERSHIRE ROYAL INFIRMARY AND EYE INSTITUTION
Two Sisters, S.R.N., required for Holiday Relief at the end of May. Salary, according to the Rushcliffe scale.
Applications should be made to Matron giving particulars of training and experience an'd with Matron's name for reference. (1821N)

BURNLEY JOINT HOSPITAL BOARD THE HOSPITAL FOR INFECTIOUS DISEASES, MARSDEN ROAD, BURNLEY
Ward Sister required at the above Hospital. Applicants must be State Registered General and Fevers. S.C.M. an advantage. Salary and conditions of service as Rushcliffe scale.
Applications to Matron, giving full particulars and names for reference. (1936N)

SALOP COUNTY COUNCIL
Applications are invited for the post of **Sister in Charge** of the County Council Home for Illegitimate Children under 2 years of age. Applicants should be State Registered Nurses or Registered Sick Children's Nurses. Salary in accordance with Rushcliffe Committee's recommendations for Residential Nurseries. The appointment is subject to the provisions of the Local Government and Other Officers' Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.
Applications, stating age, qualifications and experience, and accompanied by copies of three recent testimonials, should be sent to the County Medical Officer of Health, College Hill, Shrewsbury, and should reach him not later than April 7th.
G. C. GODBER,
Shirehall, Shrewsbury. Clerk of the County Council.
(1947N)

LANSDOWN HOSPITAL, BATH
(Private and General)
Two **Sisters** required, one for 12 general ward beds and 4 private rooms, and one for relief duties. F.S.S.N. in force. Rushcliffe scale of salaries Apply to Matron. (2032N)

ROYAL BERKSHIRE HOSPITAL, READING
Holiday Sister required, S.R.N., S.C.M. April to October. Rushcliffe scale of salary. Apply Matron. (2061N)

ROYAL FREE HOSPITAL, GRAY'S INN ROAD, W.C.1
Two **Holiday Relief Sisters** required. One in London and one at the Evacuation Hospital.
Apply with full particulars of training and experience, giving Matron's name for reference, to the Matron, Royal Free Hospital. (2070N)

WHITEHAVEN AND WEST CUMBERLAND HOSPITAL
Assistant Radiographer required. Non-resident post. Lunch and tea provided. Candidates requiring residence will be considered. Salary according to B.H.A. scale. Apply with full particulars to the Secretary Superintendent. (1785N)

WEST BROMWICH AND DISTRICT GENERAL HOSPITAL
Masseuse wanted. Orthopaedic and plaster work essential. Knowledge of fibrositic diseases advantage. Non-resident post. Salary in accordance with B.H.A. recommendations. Superannuation.
Applications, stating qualifications, etc., to J. O. Robins, House Governor and Secretary. (1983N)

COVENTRY & WARWICKSHIRE HOSPITAL COVENTRY
Masseuses required. Salary during first year after qualifying, £200 per annum plus 10 per cent. war bonus, with lunch and tea daily. Candidates with one year or more experience, salary not less than £220 per annum plus 10 per cent. war bonus, with lunch and tea. Write, stating experience to House Governor. (16N)

None of the advertisements below relate to a woman between 18 and 40 inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

BECKETT HOSPITAL AND DISPENSARY BARNSLEY

Two **Assistant Physiotherapists** required. Resident or non-resident. Salary according to the Society's Scale. Uniform. F.S.S. in force. Apply Matron. (1560N)

ROYAL BERKSHIRE HOSPITAL, READING
VACANCY FOR ASSISTANT PHYSIOTHERAPIST

Full qualifications. Chartered Society's scale of salary, plus 15% War Bonus. Resident or non-resident. Apply, Matron. (1613N)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
(470 Beds)

Fully qualified **Assistant Physiotherapist,** required for well equipped and modern Physiotherapy Department. Salary according to N.H.A. scale. Apply, with full particulars to the Matron. (1585N)

CONNAUGHT HOSPITAL, ORFORD ROAD WALTHAMSTOW, E.17

Masseuse required, fully qualified, for the Physiotherapy Department. Apply by letter, or personally to Matron. (22N)

MIDDLESEX COUNTY COUNCIL
PHYSIOTHERAPISTS

Required at the following hospitals:—

Central Middlesex County Hospital, Park Royal, N.W.10.—Unestablished with view to permanency later.

Hillingdon County Hospital, Near Uxbridge, Mx.—For new REHABILITATION DEPARTMENT AND CHEST UNIT—required at once; experience in class work and chest work an advantage.

North Middlesex County Hospital, Edmonton, N.18.—For REHABILITATION WORK.

Staines County Hospital, Ashford, Mx.—For new department.

West Middlesex County Hospital, Isleworth, Mx. for (a) ELECTRICAL DEPARTMENT (b) MASSAGE DEPARTMENT.

Chase Farm Hospital, Enfield, Mx.

C.S.P. N.E. and L.E.T. certificates required for all above posts. Appointments non-resident, unestablished and subject to medical examination. Commencing salary £210 p.a.; annual increments up to £240 p.a., will be considered. Use of overalls and laundry thereof. Additional cost of living bonus (now £60 p.a.). Application forms and full particulars from Matron "D" of Hospital, where appointment desired.

Middlesex Guildhall, Westminster, S.W.1. C. W. RADCLIFFE, Clerk of the County Council. (1710N)

THE HOSPITAL OF ST. CROSS, RUGBY

Experienced Physiotherapist required for Charge of Department. Orthopaedic trained preferred. Plaster Room and Clinics. Rehabilitation Unit attached. Staff of 5 Physio-Therapists. Non-residents. Salary according to scale and experience. Applications to Matron. (1660N)

THE WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10

Assistant Physiotherapist required. (Non-resident), for newly-opened Rehabilitation Centre. H.A. scale and F.S.S. in force. Apply Matron. (1771N)

NOTTINGHAM CHILDREN'S HOSPITAL

Senior Radiographer required, M.S.R. Resident post, superannuation scheme in force. Salary £170 per annum, with residential emoluments valued at £100 per annum. Apply, Hon. Secretary, Childrens Hospital, Nottingham. (1925N)

GLOUCESTERSHIRE COUNTY COUNCIL SUNNYSIDE MATERNITY HOME, CHELTENHAM
APPOINTMENT OF PHYSIOTHERAPIST

Applications are invited for the appointment of **Physiotherapist** at the Sunnyside Maternity Home, Cheltenham. Applicants should be members of the Chartered Society of Physiotherapy. The appointment will be non-resident, and the salary will be at the rate of £240 per annum rising by annual increments of £10 to £270 per annum. The successful candidate will be required to pass satisfactorily a medical examination for admission to the County Council Superannuation scheme. Applications, accompanied by copies of three recent testimonials, to be sent to the County Medical Officer of Health, Langham House, 18, Berkeley Street, Gloucester, not later than Monday, March 26th, 1945. (1753N)

DONCASTER ROYAL INFIRMARY

Non-resident **Assistant Physio-Therapist** required. Large department with staff of nine (fracture clinic included). Industrial and service patients. Salary £210-£240. Federated Superannuation Scheme in force. Lunch and tea provided. (1889N)

SURREY COUNTY COUNCIL

Nursing Staff required over 41 years of age.

DORKING COUNTY HOSPITAL. Horsham Road, Dorking.
STAFF NURSES, must be S.R.N. Rushcliffe salary and service conditions. Scale £100 x £5—£140 p.a., plus residential emoluments.

CUMBERLAND HOUSE HOSPITAL, Whitford Gardens, Mitcham. (T.B.)
STAFF NURSES and ASSISTANT NURSES. Rates of pay in accordance with recommendations of Rushcliffe Report for T.B. Nursing.

EWELL PARK HOSPITAL, London Road, Ewell.
ST. ANNE'S E.M.S. HOSPITAL, Redhill.
SHABDEN PARK HOSPITAL, Chipstead.
THE LODGE, Effingham. (Home for female sane epileptics).
ASSISTANT NURSES. Rushcliffe salary and service conditions.
Apply to appropriate Matron. (2081N)

ROYAL HAMPSHIRE COUNTY HOSPITAL, WINCHESTER
(462 Beds)

Physiotherapist required, to take charge of Rehabilitation Department. Salary according to National scale. Use of uniform. Apply, with full particulars as to training and experience, to Matron. (1949N)

MONTAGU HOSPITAL, MEXBOROUGH, YORKS
(123 Beds)

Physiotherapist required for resident post. The Hospital has a busy fracture and orthopaedic department. Commencing salary, £130/£140, according to experience and qualifications. Federated Superannuation Scheme in force. Uniform supplied. Apply with full particulars to Matron. (1954N)

THE GENERAL INFIRMARY ATLEEDS

Assistant Chartered Physiotherapist required interested in classwork. Applicants between the ages of 18 and 40 inclusive should apply through the Chartered Society.

Arrangements could be made for an Educational Gymnast applying for this vacancy to take the training for the Electro-Therapy Examination of the Chartered Society, if so desired. Federated Superannuation Scheme in force. For further particulars apply to the House Governor and Secretary, by whom applications should be received not later than April 20th. (1960N)

Physiotherapists (two) Non-resident, required by Essex County Council at Oldchurch County Hospital, Romford. Scale £210/£10/£240 a year. War bonus paid. Further particulars, apply Administrative Offices, Laurie Square, Romford. Applicants must not be persons to whom the Employment of Women (Control of Engagement) Order, 1943, applies. (2080N)

MAIDENHEAD HOSPITAL, BERKS

Assistant Physiotherapist (non-resident) required. Salary in accordance with Chartered Society's scale. Apply, with full particulars, to the Matron. (2064N)

NORFOLK AND NORWICH HOSPITAL, NORWICH
(440 Beds)

Immediate vacancy for an **Assistant Physiotherapist.** Resident or non-resident. Salary according to the scale of the Chartered Society. Uniform provided. F.S.S. in force. Apply, with full particulars to Matron. (2073N)

ROYAL HOSPITAL FOR INCURABLES, WEST HILL, PUTNEY, S.W.15

Pupil Housekeeper, over 41, required, May 1st, 1945. Four months' course with an honorarium of £1 per week. Apply, with full particulars, to Matron. (1907N)

RUTLAND, MEMORIAL HOSPITAL OAKHAM
(22 Beds)

Staff Nurse required. S.R.N. salary according to Rushcliffe report. Uniform allowance. Apply, with particulars to Matron. (1584N)

CONNAUGHT HOSPITAL, WALTHAMSTOW

Staff Nurses, S.R.N., to work under Sisters required. Rushcliffe Scale of salary in force. Apply by letter or personally to Matron. (787N)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.
(156 beds)
AFFILIATED TRAINING SCHOOL
Recognised by the General Nursing Council for England and Wales.

There are vacancies for State Registered Nurses. Rushcliffe Scale of salaries in force. Apply to the Matron. (26N)

ST. MARK'S HOSPITAL, CITY ROAD, LONDON, E.C.1.

State Registered Staff Nurses required. Superannuation Scheme in force. Use of uniform. Salary according to the Rushcliffe scale. Apply for application form to the Matron. (10N)

MIDDLESEX COUNTY COUNCIL

Res. or non-res. **Staff Nurses** (over 41 yrs.) required by MIDDLESEX COUNTY COUNCIL at Middlesex Colony, Certified Institution, Harper Lane, Shenley, Nr. St. Albans, Herts. Salary, etc., governed by appropriate Report of Rushcliffe Committee. Subject to satisfactorily passing a medical examination candidates will be placed on the established staff, when it will be obligatory to contribute under the provisions of the Asylums and Certified Institutions (Officers' Pensions) Act, 1918. Applications, giving particulars of age, qualifications and experience, enclosing copies of two recent testimonials to Acting Medical Superintendent "D" at the Colony. (73N)

POPLAR HOSPITAL, LONDON, E.14

Staff Nurse required, with Children's training preferred. Rushcliffe scale and F.S.S. in force.

Apply, with Matron's names for reference, to the Matron, Poplar Hospital, London, E.14. (1669N)

CHELSEA HOSPITAL FOR WOMEN, DOVEHOUSE STREET, LONDON, S.W.3.

Vacancies for State-registered Staff Nurses for Private and General Wards. Rushcliffe scale salaries. Apply Matron. (30N)

TOFT AND LOWER PEOVER NURSING ASSOCIATION, KNUTSFORD, CHESHIRE

District Nurse Midwife, S.R.N. and S.C.M. required for rural district in Cheshire. Rushcliffe scale. Permanent post. Apply, stating age, salary, etc., to Mrs. Hopkin, Heath Holme, 35 Manchester Road, Kutsford. Tel. KNUtsford 88. (1826N)

CAMBRIDGESHIRE COUNTY COUNCIL
PUBLIC ASSISTANCE

The Council invite applications for **Staff Midwives** at the County Hospital, Cambridge. The Maternity Unit normally consists of 37 beds. It has been temporarily extended to include 24 additional beds.

Salaries and conditions in accordance with the Rushcliffe Report.

Applications, stating age, experience, etc., together with copies of recent testimonials, must be sent to me as early as possible. (No application form issued).

Shire Hall, Castle Hill, Cambridge. ASHLEY TABRUM, Clerk of the County Council. March 12th, 1945. (1904N)

THE SOUTH LONDON HOSPITAL FOR WOMEN CLAPHAM COMMON, S.W.4

Staff Nurse required. Salary in accordance with the Rushcliffe scale. Apply with Matron's name for reference to Matron. (1760N)

MALMESBURY AND DISTRICT HOSPITAL, WILTS

Staff Nurses for alternate day and night duty. Two required. Small hospital, 35 beds. Rushcliffe scale of salaries. Superannuation scheme. (1829N)

GENERAL HOSPITAL, NUNEATON

Staff Midwife required. Salary in accordance with Rushcliffe (Midwives) report, with board, residence, uniform, etc. F.S.S. in operation. Application, giving age, training, experience, and Matron's name for reference, to the Matron. (1841N)

ST. MARY'S HOSPITAL, PADDINGTON, W.2.

Applications are invited from qualified **Nurse,** (S.R.N.), for private patients' wing, Resident or non-resident. Salary and conditions as Rushcliffe recommendations. F.S.S.N. in force. Please communicate with Matron. (419/21N)

GAYWOOD HALL NURSING HOME. KING'S LYNN.

State Registered Nurse required. Over 41 years of age. Salary £140 p.a. with holiday allowance. F.S.S. if required.

(continued in next column)

BROMPTON HOSPITAL, S.W.3.

Trained Nurses wishing to gain additional experience with Certificate are invited to write to the Matron, for particulars of one year's training in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases. Minimum salary if S.R.N., £110.

Assistant Nurses required. Salary according to Rushcliffe Scale.

Federated Superannuation Scheme in force.

Apply Matron, Brompton Hospital, London, S.W.3. (1160N)

Assistant Nurse required. Over 41 years of age. Salary £100 p.a. with holiday allowance.

Apply with full particulars to Matron. (1886N)

BERKSHIRE COUNTY COUNCIL
GENERAL VACANCIES.

Staff Midwives required for the Newbury and Wokingham Institutions.

Female Assistant Nurses for Bradfield, Maidenhead, Newbury, Wallingford, Wantage, Windsor and Wokingham Institutions.

Male Assistant Nurse for Windsor Institution, E.M.S.

Male and Female Nursing Assistants for Easthampstead Institution and **Female Nursing Assistant** for Bradfield Institution with M.D. experience preferred.

Female Nurses (certificated and uncertificated) with knowledge of mental nursing for Hungerford Institution. Also **Male Nurses** uncertificated.

Salaries for the above posts are paid in accordance with the Rushcliffe Recommendations.

Male Attendant for Maidenhead. Non-resident wage 75/6 per week.

Applications to be made on forms obtainable from the County Public Assistance Officer, 3, Abbot's Walk, Reading. (2059N)

BERKSHIRE COUNTY COUNCIL
WINDSOR EMERGENCY WARDS
(Hutments)

Applications are invited for the following appointments:—

Staff Nurses, S.R.N.

Assistant Nurses.

Salaries and conditions are in accordance with the Ministry of Health C.N.R. Regulations or the Rushcliffe Recommendations.

Applications to be made on forms obtainable from the County Public Assistance Officer, 3, Abbot's Walk, Reading. (2058N)

KENT COUNTY COUNCIL
BRIDGE INSTITUTION, NEAR CANTERBURY

Staff Nurse, S.R.N., required. Salary according to service within the appropriate Rushcliffe scale £100 to £140 a year, with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from the Matron at the Institution, to whom completed applications should be sent.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council. March 15th, 1945. (2010N)

KENT COUNTY COUNCIL
BLEAN INSTITUTION, NEAR CANTERBURY

Mental Nurses (Female), required, either (a) resident or (b) live out. Salary according to service within the appropriate Rushcliffe scale £85—£120 a year, plus long service increments where applicable, or if R.M.P.A., £120—£160 a year, plus an additional £10 a year if also General State Registered, with (a) full residential emoluments or (b) meals whilst on duty and a living allowance of £65 a year in lieu of residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars from the Matron at the Institution, to whom completed applications should be sent.

County Hall, Maidstone. W. L. PLATTS, Clerk of the County Council. March 15th, 1945. (2008N)

YORK COUNTY HOSPITAL

Staff Nurse required for night duty. Must have Theatre experience. Salary according to Rushcliffe scale. F.S.S. in force. Apply, giving particulars of training and experience, also Matron's name for reference, to the Matron. (2046N)

BEXHILL HOSPITAL, BEXHILL-ON-SEA

Staff Nurses (Theatre and Ward) required. Salary according to Rushcliffe scale. F.S.S. in force. Apply Matron. (2051N)

RAMSGATE GENERAL HOSPITAL
(101 Beds)

Staff Midwife required for Maternity Ward, 20 beds. Salary in accordance to Rushcliffe scheme. Federated. Superannuation scheme in force.

Apply, with all particulars to the Matron. (2055N)

BLANDFORD COTTAGE HOSPITAL, DORSET
(25 Beds under E.M.S. Scheme)

Staff Nurse required. Salary according to Rushcliffe scale. Apply Matron. (2054N)

HASLEMERE AND DISTRICT HOSPITAL, HASLEMERE, SURREY

Theatre Staff Nurse required. Good experience. Rushcliffe scale of salaries. F.S.S. in force. Apply Matron. (2056N)

SUSSEX EYE HOSITAL, EASTERN ROAD, BRIGHTON

Staff Nurse required immediately. State Registered. One year's opthalmic training. Lectures and certificate given. Rushcliffe scale of salary and conditions. F.S.S. in force. Apply to the Matron. (2052N)

BIDEFORD AND DISTRICT HOSPITAL
AFFILIATED TRAINING SCHOOL

Staff Nurse, S.R.N., required for night duty. Salary according to Rushcliffe scale. F.S.S. in force. Apply Matron. (2032N)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of her under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

THE COTTAGE HOSPITAL, WELLINGBOROUGH
Staff Nurse required. Rushcliffe scale of salary in force.
Apply Matron, with Matron's name for reference. (2065N)

WEST SUSSEX COUNTY COUNCIL
ST. RICHARD'S HOSPITAL
Applications are invited for the following posts:
Staff Nurses required for acute Medical and Surgical Wards, also Theatre. Qualifications, S.R.N. Salary in accordance with Rushcliffe scale, minimum £100 x £5 to £140.
Midwife required, must possess qualification of Central Midwives Board. S.R.N. an advantage. Salary in accordance with Rushcliffe scale.
Applications should be made to the Matron, St. Richard's Hospital, Chichester, from whom full particulars can be obtained.
T. C. HAYWARD,
Clerk of the County Council.
March 16th, 1945. (2035N)

KEIGHLEY AND DISTRICT VICTORIA HOSPITAL,
KEIGHLEY, YORKSHIRE (WEST RIDING)
(146 Beds)
Staff Nurse required for Out-patient Department and Venereal Diseases Clinic. Rushcliffe scale in force. Apply, with full particulars, to the Matron. (2005N)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, CHATHAM
Assistant Nurses required. Salary according to service within the appropriate Rushcliffe scale, £55 to £95 a year, plus long service increments where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.
Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
March 15th, 1945. (2014N)

KENT COUNTY COUNCIL
KETTLEWELL HOSPITAL, SWANLEY
Assistant Nurses required at this Hospital, which is for the treatment of tuberculosis. Salary according to qualifications and service within the appropriate Rushcliffe scales (a) if possessing the certificate of the Tuberculosis Association, £55 to £120 a year, (b) if possessing a local authority's certificate of two years' training, £85 to £95 a year, otherwise (c) £75 to £95 a year. Long service increments recently awarded by the Nurses Salaries Committee will be paid where applicable. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.
Further particulars and applications forms obtainable from the Matron at the Hospital, to whom completed applications should be sent.
County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
March 15th, 1945. (2013N)

PETSBURY AND DISTRICT HOSPITAL, GLOS.
Two **Assistant Nurses** required immediately for small up-to-date Hospital. Rushcliffe salaries.
Apply the Matron. (2067N)

ONGAR AND DISTRICT MEMORIAL HOSPITAL, ONGAR, ESSEX
Assistant Nurse with two years experience. Apply with Matron's name for reference, to Matron. (1497N)

ST. MARK'S HOSPITAL
CITY ROAD, LONDON, E.C.1
Assistant Nurses required with previous experience. Salary £65 to £85 according to the Rushcliffe scale. Use of uniform provided. Apply, stating age and full particulars to the Matron. (901N)

COUNTY BOROUGH OF DARLINGTON
PUBLIC ASSISTANCE COMMITTEE
ASSISTANT NURSES WANTED
Applications are invited for the above appointments at the Municipal Emergency Hospital, Darlington. Rushcliffe scale of salary and conditions of service will apply.
The appointment will be subject to the provisions of the Local Government Superannuation Acts, and the successful candidates will be required to undertake alternate day and night duties.
Applications, on forms to be obtained from the undersigned, to be sent in not later than Friday April 6th, 1945.
Reasonable out-of-pocket expenses will be allowed to candidates who attend for interview.
Public Assistance Offices, A. J. SHAW,
East Street, Public Assistance Officer.
Darlington.
March 14th, 1945. (1950N)

SOUTHEND-ON-SEA GENERAL HOSPITAL (VOLUNTARY).
There will be vacancies in the April Preliminary Training School for **Student Nurses.** Two year course for S.R.F.N., or S.R.C.N. Apply to Matron. (1886N)

MIDDLESEX COUNTY COUNCIL
Student Nurses required by MIDDLESEX COUNTY COUNCIL at Middlesex Colony, Certified Institution, Harper Lane, Shenley, Nr. St. Albans, Herts. Recognised training school for mental nurses. Salary, etc., governed by appropriate Report of Rushcliffe Committee. Subject to satisfactorily passing a medical examination, candidates will be placed on the established staff, when it will be obligatory to contribute under the provisions of the Asylums and Certified Institutions (Officers' Pensions) Act, 1918. Applications, giving particulars of age, etc., enclosing copies of two recent testimonials to Acting Medical Superintendent "D" at the Colony. (72N)

GROVELANDS HOSPITAL, SOUTHGATE.
Vacancies occur for **Probationer Nurses** who can be received 1 year before the entry age for general training. Salary £35 p.a. with board, residence, uniform and laundry. Subsequent arrangements can be made for entry into the Training School of the Royal Northern Hospital if desired. Applicants who should not be less than 17 years of age, should apply to the Matron, Grovelands Hospital, Southgate, N.14. (62N)

BROMPTON HOSPITAL, S.W.3.
Student Nurses required to train for the Certificate of the Tuberculosis Association. Minimum age 19 years. Two-year course. Salary: First year, £45: second year, £50, with usual residential emoluments as recommended by the Rushcliffe Committee.
Apply Matron, Brompton Hospital, London, S.W.3. (2N)

ST. MARK'S HOSPITAL,
CITY ROAD, LONDON, E.C.1
AFFILIATED TRAINING SCHOOL
Student Nurses required. Good education essential. Preliminary Training School. Resident Sister Tutor. Rushcliffe Scale of salaries. Uniform provided. Minimum age 18 years. For particulars and dates of vacancies apply to Matron. (55N)

BRITISH HOME AND HOSPITAL FOR INCURABLES,
CROWN LANE, STREATHAM, S.W.16
has vacancies for **Assistant Nurses** over 40, and **Student Nurses** under 18. Rushcliffe salaries. Indoor Uniform, board, lodging and laundry. Four weeks' holiday annually with ration allowance. Nurses' home and strong shelter. Apply to Matron. (448N)

DERBYSHIRE ROYAL INFIRMARY, DERBY
(416 Beds)
Student Nurses required, ages 18–30. Secondary School Girls with School Certificate preferred. Good health and physique essential. Height 5ft. 4in. and over. Apply with full particulars to Matron. (39N)

THE ALEXANDRA HOSPITAL, STOCKWOOD PARK, LUTON
(Children's Orthopaedic)
There are vacancies for **Probationer Nurses** age from 16½ for one or two years' training. Suitable for girls leaving school, but too young to begin training in a General Hospital. Lectures are given. Salary £30—£35 p.a., increasing to £55 p.a. at the age of 18. For particulars apply to Matron. (739N)

SOUTH LONDON HOSPITAL
CLAPHAM COMMON, S.W.1.
TRAINING SCHOOL FOR NURSES
There are vacancies for well educated **Student Nurses.** Eight weeks in preliminary training school. Salaries in accordance with Rushcliffe Scale. Applications should be addressed to the Matron, from whom further information may be obtained. (1759N)

ROYAL EYE HOSPITAL,
ST. GEORGE'S CIRCUS, S.E.4,
AND SURBITON, SURREY
Applications are invited from well educated girls for two years' training in Eye Nursing prior to taking their General Hospital training. Minimum age, 17 years. Salary £40 first year, £45 second year. Royal Eye Hospital Certificate and badge awarded to successful candidates. (1906N)

COUNTY BOROUGH OF PRESTON
SHAROE GREEN HOSPITAL
(250 Beds)
TRAINING SCHOOL FOR NURSES
There are vacancies for **Student Nurses** for increase of Staff. Salary according to Rushcliffe scale, together with board residence and uniform Local Government and Other Officers Superannuation Scheme adopted after three months' service.
Application forms may be obtained from the Matron. (1953N)

THE COTTAGE HOSPITAL, WELLINGBOROUGH
Probationer Nurse required. Rushcliffe scale of salary in force. Apply Matron. (2066N)

SAINT MARY'S HOSPITALS,
WHITWORTH PARK, MANCHESTER, 13
Student Nurses required. Age from 17½. A good standard of education essential. Rushcliffe scale of salaries. Apply for forms and particulars to Matron. (2000N)

THE HAYWARDS HEATH HOSPITAL
AFFILIATED TRAINING SCHOOL
Student Nurses required. Age not under 17. Rushcliffe scheme in force. Resident Sister Tutor. Apply to Matron. (2007N)

NURSES WANTED
20 words 5/- and 1/- for every additional 4 or part of 4 words

Night Nurse, S.C.M., required May 1st for small Maternity Home (5 beds). Doctors cases only. Matron's reference and interview (expenses paid). Age not over 50. Salary £100/120 p.a. all found. Miss Oliver, Stonycrest, Hindhead. (1631N)

Midwife, reliable and intelligent, required for small modern Maternity Home. Sussex. Country. Salary for S.R.N., S.C.M., £150. Progressive methods. Box No. 1672, The Nursing Times, St. Martin's Street, London, W.C.2. (1672N)

MIDDLESEX COUNTY COUNCIL requires the following staff at ENFIELD HOUSE, 19, Chase Side Crescent, Enfield, Mx., **Ward Sisters,** S.R.N., **Assistant Nurses, Staff Nurses,** S.R.N., over 41 years of age, all for chronic sick nursing. Salary and conditions in accordance with Report of Rushcliffe Committee. Non-res. Unestablished staff. Apply with full particulars to Matron, "D" at above address. (1892N)

Matron, S.C.M. Temporary for three months after Easter, during enforced absence, C. of E. Maternity Home for unmarried mothers, 20 beds, no deliveries, good salary. Apply, Matron, 63, Clarendon Road, Leeds, 2. (1877N)

Probationer Nurses for modern hospital in attractive seaside town. Rushcliffe scale salary (£55). Board, lodging, uniform, laundry provided. Apply, Matron, Isolation Hospital, Drove Road, Weston-Super-Mare. (1812N)

HERTFORDSHIRE COUNTY NURSING ASSOCIATION
Urgently required. **Emergency Nurses** willing to do occasional holiday relief duty wherever required during summer months. Salary according to Rushcliffe scale. Applicants should be cyclists and/or motorists; they should hold the C.M.B. Certificate and preferably be State Registered Nurses.
Applications to be sent to County Nursing Superintendent, County Medical Department County Hall, Hertford. (1919N)

Assistant required, experienced children's health and hygiene. Good class private home for mentally retarded boys. Musical, or interested in occupations advantageous. Country life. Salary according to particulars and references. Tortington Priory, Arundel, Sussex. (1989N)

Assistant Nurse required. Hospital, 31 beds. State age and experiences. Rushcliffe scale. Apply, Matron, Cottage Hospital, Alton, Hants. (1990N)

Wanted urgently, **Nurse** for first child due now Comfortable modern house. Safe area. Every consideration given. Twenty minutes West End. Mrs. Stone, 530, Finchley Road, N.W.3. (1988N)

Pupil Assistant Nurses required by MIDDLESEX COUNTY COUNCIL. Training Schools established at NORTH MIDDLESEX COUNTY HOSPITAL, Edmonton, N.18. Term begins 20.4.45 and STAINES COUNTY HOSPITAL, Ashford, Mx. Term begins 1.5.45. Candidates accepted at above hospitals for 2 years and 2 months course of training in preparation for General Nursing examination for admission to Roll of Assistant Nurses. First 2 months spent in Preliminary Training School. Salary and service conditions governed by First Report of Rushcliffe Committee, 1st year £40, 2nd year £45. Posts "resident" as defined by Report but pupils may be "non-resident." Unestablished; medical examination. Application forms and full particulars from Matron "D" of hospital at which appointment desired. (2042N)

Housekeeper (non-res.) required by MIDDLESEX COUNTY COUNCIL at NORTH MIDDLESEX COUNTY HOSPITAL, Edmonton, N.18, to assist Senior Housekeeper and take charge of nursing staff dining rooms and general supervision of meals. S.R.N. *not* essential. Salary if not S.R.N. £120 by annual increments to £170 p.a. or £130 to £180 p.a. according to experience and qualifications, plus £80 p.a. non-res. allowance, meals on duty uniform and laundry. War bonus (now £60 p.a.). S.R.N.'s qualified Housekeeping Sisters paid ward sisters salary (Rushcliffe), plus £10 p.a. Established and pensionable, subject to medical examination. Application to Matron "D" of hospital. (2043N)

London County Council. Female State-registered (general trained) nurses who desire to qualify as **radiographers** (M.S.R.) are invited to apply for appointment as "pupil radiographers" for a two year course of training at Hammersmith or Lambeth Hospitals, commencing in April, 1945. Candidates must produce evidence of having attained at least General Schools Certificate standard (or equivalent) in physics and mathematics.
Pupils will work in the X-ray departments of the hospital to which they are appointed, and will be required to attend lectures outside their normal duty hours.
The appointments are non-resident. Salary during training £165 a year, plus cost of living addition, at present £48 a year.
Application forms, obtainable from the Medical Officer of Health (S.D.3), The County Hall, Westminster Bridge, S.E.1. (2086N)

(Miscellaneous)

Mothers' Help (temporary). 2 children, 4 and 2. Good wages. Day off. Safe area. Box No. 2028, the "Nursing Times," St. Martin's Street, London, W.C.2. (2028N)

Officer's wife, with baby girl, 18 months, another arrival in August, wants nannie help. Mrs. Harrison, 20, Palace Court, W.2. Bay. 2812. (2068N)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

Two **Queen's Nurses** required for Caversham Branch Home, four on staff—one General with Relief Midwifery, one General Nursing only. Cyclists. F.S.S. Apply Matron, 25, Erleigh Road, Reading. (40P)

Ranyard Nurses. State-registered Nurses (25-35), with genuine Christian vocation, wanted urgently to train for district nursing in London.

Holiday Nurses are also needed immediately. Salary according to Rushcliffe scale. Apply Superintendent, 11, Taviton Street, W.C.1. (20P)

Queen's, Reading. State Registered Nurses required to take training as Queen's Nurses. Rushcliffe salary. Cyclists. Modern home. Apply Matron, 25, Erleigh Road, Reading. (1012P)

Queen's. One nurse required for the Whitley Branch Home, general nurse with relief midwifery. Three on staff, cyclist. F.S.S. Apply Matron, 25 Erleigh Road, Reading. (1078P)

Queen's. State-registered nurses required to qualify for Roll. Rushcliffe scale of salary and F.S.S. Cyclists preferred. Apply Superintendent, Kensington District Nursing Association, 1, Bedford Gardens, W.8. (1406P)

Assistant Matron wanted for Glasgow Royal Mental Hospital, 1055, Great Western Road, Glasgow. Must be State-registered in General and Mental Nursing, salary according to Taylor Scale. Apply with copies of testimonials and full particulars to Matron. (1767P)

Now She MUST Carry On

War will not wait on woman's weakness, nor need any woman "go sick" on account of periodic pains and headaches. Just take one or two A-K Tablets and you will be able to carry on as usual

If you suffer from regular pain you must try A-K Tablets. They cost so little and bring such comfort that you owe it to yourself. They relieve pain in a few minutes and their effect is lasting. Join the thousands of women who have found A-K a safe, sure method of relieving periodic pain. Don't suffer another month. Get A-K Tablets to-day, and enjoy this freedom from pain.

NOTE.—A-K is how thousands of women ask for Anti-Kamnia brand Analgesic Tablets and if you say A-K your chemist will know. 1/5 a box (Including Tax).

NURSES WANTED

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employmen of Women (Con.rol of Engagement) Order, 1943.

DEVONSHIRE NURSING ASSOCIATION

Queen's Nurses required. Shute and Kilmington nr. Axminster. Monkleigh, nr. Bideford. Both single districts. Unfurnished cottages available and cars provided.

Tavistock. Double district. Two required. Furnished cottage available. Cars provided.

Tiverton. Double district. One required. Car and cycling area. Share furnished cottage.

Apply County Superintendent, 4, Queen's Terrace, St. David's, Exeter. (1765P)

Required **State-registered Nurse** with C.M.B. Certificate for Merthyr Guest Hospital, Templecombe, Somerset. Twelve beds, seven cots Federated superannuation scheme. Rushcliffe and Hetherington scales. Apply to Matron with references. (1860P)

London County Council. Requires matrons at Mile End and St. Nicholas' Hospitals which are recognized by the General Nursing Council for complete training in general nursing. Mile End Hospital, Bancroft Road, Mile End, E.1.—normal bed accommodation 458—salary (plus full residential emoluments) £400—£30—£580. St. Nicholas' Hospital, Tewson Road, Plumstead, S.E.18—normal bed accommodation 280—salary (plus full residential emoluments) £300—£25—£450. Candidates must be State-registered in general nursing. The positions are on a fixed establishment of the hospitals service, but the appointments will be temporary in the first instance. Application forms may be obtained (stamped addressed foolscap envelope) from the Medical Officer of Health (S.D.2). The County Hall, S.E.1, returnable by April 7th, 1945. (2085P)

Queen's Nurse wanted for Keith, Banffshire. House provided. Combined duties undertaken. Cyclist required. Apply to the Superintendent for Scotland, 26, Castle Terrace, Edinburgh. (1997P)

QUEEN'S NURSES WANTED

The Rushcliffe Scale and the F.S.S. have been adopted by the following Associations:—

Birmingham (Sparkhill). Senior Nurse required for staff. General work only. Cyclist. Home.

Birmingham (Summer Hill). Senior Nurse required. General nursing only. Home.

Otley, Wharfedale, W. Riding. Senior of three required. General and midwifery. Share comfortable furnished house. Cyclist or Auto-cyclist.

Widnes, Lancs. Senior under Superintendent. General nursing. Cyclist. Home.

Aldridge, near Walsall. One required. Midwifery only. General nurse also employed. Motorist. Live separately.

Arthuret, Cumberland. Double district, two required. (Suit friends). General nursing and midwifery. Motorists. Furnished house provided.

Banbury, Oxon. One of three required. General nursing and midwifery. Cyclist and auto-cyclist. Nurses live separately, rooms available.

Beddington and Wallington, Surrey. One required for staff under Superintendent for general work only. Cyclist. Comfortable Home.

Berkhamsted, Herts. Two of four required. Combined duties. Cyclists and preferably motorists. Home.

Bradfield and Loxley, Near Sheffield. Double district, one required. General nursing and midwifery. Share furnished house. Motorist or willing to learn.

Brixton. Nurses required for staff. General work only. Home.

Bromsgrove Worcs. Two required, one for general work only, one midwifery and relief general work. (Two non-Queen's employed in addition). Cyclists. Rooms. Live separately.

Cheslyn Hay, Near Walsall, Staffs. Single district. General work only. Cyclist. Own living arrangements.

Cinderford, Glos. One required. Midwifery and general nursing. Good cyclist. Rooms.

Coventry. Two required for staff. General work only. Cyclists. Home.

Eastbourne, Sussex. One required. General nursing only. Cyclist and auto-cyclist. Own living arrangements.

Horsforth, Nr. Leeds. One of three required, Share comfortable furnished house with one other. Mostly general work and relief midwifery. F.S.S.

Horsham (Near) W. Sussex. Single district (rural area). Combined duties. Cyclist and motorist. Nurse with own car preferred. Furnished cottage available.

Huddersfield (near). One of two required. General nursing and midwifery. Unfurnished cottage available. Nurses live separately. Car provided.

Hull, Yorks. Two required for Branch Home (suit friends). General work only. Cyclists. Modern house with domestic help.

Leeds (Hunslet). One required for staff. General work only. Cyclist. Home.

Llansamlet, Swansea, South Wales. Single district. General work only. Comfortable home provided.

(continued in next column)

Ludgvan, Cornwall (rural area). Single district. Combined duties. Motorist (car provided). Rooms.

Mayfield, E. Sussex. Single district. Combined duties. H.V. Cert. preferred. Car driver. Modern furnished bungalow provided.

Middlesbrough, Yorks. Nurses required for increase of staff. General nursing only. Cyclists. Home.

Ninfield, East Sussex. Rural area, single district. Combined duties. Motorist. Board residence provided.

Olney, Bucks. Single district. Combined duties. Cyclist. Furnished house.

Oswestry, Shropshire. One of 2 required. General nursing and midwifery. Cyclist and motorist. Share partly furnished house.

Paddington. Two required for staff, one for midwifery and one for general work only. Cyclists. Home.

Rawmarsh, Yorks. Nurses required for staff. General nursing and midwifery. Cyclists. Home.

Redruth, Cornwall. Three employed, two required. Combined duties. Motorists and cyclists. Own living arrangements. F.S.S. or L.G.O.S.

Rutland. Single district. General nursing and midwifery. Motorist essential. Cottage or furnished rooms.

Scunthorpe, Lincs. Two required for Branch Home (Ashby). General Nursing and midwifery. Cyclists. Share well furnished, modern house.

Somerset. County staff urgently required for holiday and emergency work. Cyclists and motorists. (Help given with tuition). Good experience for administrative work.

Sompting, West Sussex (Nr. Worthing). One of three required. Combined work undertaken. Cyclist. Home.

Surbiton, Surrey. Two required for staff. General work only. Cyclists and auto-cyclists Home.

Taunton, Somerset. One required for staff. General work only. Cyclist. Home.

Todmorden, W. Riding. One of three required. General work only. Share comfortable home.

Tonbridge, W. Kent. One of 2 required. General nursing only. Cyclist. Furnished flat available.

Towednack, Cornwall. Single district. Combined duties. Motorists, (car provided). Room.

Wakefield, Yorks. One required for staff. General work only. Cyclist. Comfortable Home.

Wiveliscombe, Somerset. Single district, rural area. Combined work undertaken. Cyclist and motorist. (Help given with tuition). Partly furnished flat available.

Woolwich. One required. Midwifery and general work. Cyclist. Home.

LANCASHIRE

Leigh. Three employed, one required. General nursing. Cyclist and motorist. Comfortable home.

Great Crosby, near Liverpool. Three employed, one required. General nursing and midwifery, Cyclist and motorist.

SURREY

Epsom. Senior of four required. General nursing, relief midwifery. Cyclist. Home.

Barnes. Double district, one required. General nursing only. Cyclist. Nurses live separately, furnished rooms.

Cobham. One required for increase of staff. General nursing and midwifery. Cyclist and motorist, or willing to learn. Own living arrangements.

Haslemere. One required to increase staff to 3. Midwifery and general nursing. Cyclist and motorist or willing to learn. Separate accommodation.

Kingswood. One of 2 required. General nursing and midwifery. Motorist and auto-cyclist, or willing to learn. Share modern furnished house.

Apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1.

See displayed advertisements for Superintendent, Beddington and Wallington, Assistant Superintendents, Guildford, and nurses for Barry, Glamorgan. (2078P)

MALE NURSES

HEREFORDSHIRE COUNTY COUNCIL COUNTY COUNCIL HOSPITAL, HEREFORD

Male Nurse, S.R.N. required. Rushcliffe scale. Applications to Matron. (2022)

MIDDLESEX COUNTY COUNCIL

MALE NURSING STAFF

Applications invited for the following appointments, salaries, etc., governed by appropriate REPORTS OF RUSHCLIFFE COMMITTEE; non-resident, unestablished, subject to medical examination. Forms and full particulars from the Matron "D" of Hospital where appointment desired.

MALE MENTAL STAFF NURSE

NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18

Qualified **Mental Nurse** essential. Appointment governed by Report of Mental Nurses Sub-Committee. Salary scale 95/- by 5/- to 110/- per week, plus 4/- per week if also general S.R.N., use and laundering of uniform.

MALE MENTAL NURSING ASSISTANTS

NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18

Appointment governed by Report of Mental

(continued in next column)

Nurses Sub-Committee; Salary scale from 78/- to 95/- per week, plus two further increments of 4/- per week each after 10 and 15 years service respectively. Use and laundering of uniform.

MALE STAFF NURSES (GENERAL)

S.R. Male Nurses essential.

HILLINGDON COUNTY HOSPITAL, Near UXBRIDGE, Mx.

Appointments governed by Second Report of Nurses Salaries Committee. Salary scale 96/6 by 5/- to 111/6d. per week. Use and laundering of uniform.

Male Nurses (resident) required by MIDDLESEX COUNTY COUNCIL at MIDDLESEX COLONY, Harper Lane, Shenley, Nr. St. Albans, Herts. an institution certified for the reception of mental defectives. Salary, etc., governed by appropriate Report of Rushcliffe Committee. Candidates must be over military age or ineligible for military service on medical grounds. The appointments are unestablished. Applications, giving particulars of age and any qualifications and experience, enclosing copies of two recent testimonials to the Acting Medical Superintendent "D" of the Colony.

C. W. RADCLIFFE,
Clerk of the County Council.
(2045)

MIDWIFERY

None of the advertisements below relate to a woman between 18 and 40 inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

BIRMINGHAM MATERNITY HOSPITAL LOVEDAY STREET, BIRMINGHAM

Pupils prepared for the Part I examination of the Central Midwives' Board.

State Registered Nurses and non-State Registered Pupils accepted. Rushcliffe Scale of Salaries. Courses commence for State Registered Nurses on March 25th, June 30th, September 25th, December 30th. A limited number of vacancies occur for non-State Registered applicants on April 6th and October 6th. (488N)

BANK HALL MATERNITY HOSPITAL, BURNLEY

TRAINING IN MIDWIFERY

Vacancies for **Pupil Midwives** for the end of April, July and October next. The Hospital is approved for the first period of training under the Central Midwives Board new rules with arrangements for the second period of training in Sharoe Green Hospital, Preston. Salary in accordance with the Rushcliffe scales, viz., £65 per annum in respect of State-registered nurses and £40 for the first year and £45 second year in respect of pupils other than General Trained State-registered nurses. Full board and laundry provided. Apply, Matron. (1813N)

COUNTY BOROUGH OF PRESTON SHAROE GREEN HOSPITAL

TRAINING SCHOOL FOR MIDWIVES (Part II)

There are vacancies for **Pupil Midwives** (Part II). Salary according to Rushcliffe scale. Applicants must be engaged on or must have completed the Part I Course.

Forms of application may be obtained from the Matron, together with dates of earliest vacancies. (1952N)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

MIDDLESEX COUNTY COUNCIL

MIDWIFERY TRAINING SCHOOLS FOR PARTS I AND II OF CENTRAL MIDWIVES BOARD CERTIFICATE

For particulars of vacancies see Middlesex County Council advertisement on Supplement iv. (2047P)

CITY OF SALFORD HOPE HOSPITAL

Pupil Midwives. There are vacancies for State Registered Nurses to train for Part I of the C.M.B. Examination. Successful candidates may proceed to the Royal District Nurses' Home for Part II Training.

Application forms and particulars can be obtained from the Matron, Hope Hospital, Salford, 6, Lancs. H. H. TOMSON, Town Clerk. (27P)

PLAISTOW MATERNITY HOSPITAL, HOWARDS ROAD, PLAISTOW, E.13

Midwifery Training for State-registered nurses. Part I and Part II Training School. Rushcliffe scale of salaries. Apply to Matron for particulars. (42P)

MATERNITY HOSPITAL, AT LEEDS HYDE TERRACE, LEEDS, 2.

(120 Beds)

Pupils trained and prepared for the Examination under the rules of the Central Midwives Board. Part I. Rushcliffe Scale of salaries in force. Vacancies will occur in May and October, 1945. For particulars apply Matron. (475P)

CITY OF LONDON MATERNITY HOSPITAL, CITY ROAD, E.C.1

MIDWIFERY TRAINING SCHOOL

Pupils accepted for Part I Midwifery Training. Rushcliffe Scale of salaries paid. Sister-Tutor on Staff. Post-graduate training (including Analgesic Courses) for Practising Midwives. Facilities for Midwives anxious to obtain the Teacher's Certificate. Apply Matron. (1P)

SAINT MARY'S HOSPITAL, WHITWORTH PARK, MANCHESTER, 13

MIDWIFERY TRAINING SCHOOL

Pupils prepared for the Part I Examination of the Central Midwives Board.

Rushcliffe Scale of salaries.

Courses commence for State Registered Nurses on January 1, March 1, April 1, June 1, July 1, September 1, October 1, December 1, 1945 (336P)

NORTHAMPTON GENERAL HOSPITAL

410 Beds

BARRATT MATERNITY HOME, 40 Beds

Pupil Midwives required for Part I Training Course. Salaries according to "Midwives Salaries Committee." Vacancies August 1945, November 1945, and February 1946. Apply, Matron. (1594P)

SHEFFIELD CITY GENERAL HOSPITAL

SCHOOL OF MIDWIFERY—100 Beds

Pupils accepted for training in Part I. Facilities for Part II training and subsequent qualification easily available. Opportunity for those who qualify to take the Gas and Air Analgesic Course. Resident Sister Tutor. Rushcliffe scale of salary. Apply to Matron. (1656P)

DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18 SELLY OAK HOSPITAL, BIRMINGHAM, 29

PUPIL MIDWIVES

Part I Midwifery. Six months' course. Salary £65 p.a. (1810P)

MATERNITY NURSING ASSOCIATION. 63-65, MYDDELTON SQUARE, LONDON, E.C.1

Midwifery Training School for Second examination of the Central Midwives' Board. Approx. 11,000 district cases. Salary and conditions of service in accordance with the Rushcliffe Report. For vacancies, apply to the Matron. (419/2P)

THE ROYAL HOSPITAL, WOLVERHAMPTON

(Incorporated under Charter)

WOMEN'S HOSPITAL

Midwifery Pupils (S.R.N.), wanted to train for Part I of the C.M.B. Examination. Rushcliffe Scale of salary. For scheme of training apply to the Principal Matron. The Royal Hospital, Cleveland Road, Wolverhampton. (419/7P)

SOUTHEND MUNICIPAL HOSPITAL, ROCHFORD

Pupil Midwives required for Part I of the Central Midwives Board examination, to commence April 20th, 1945. Salary in accordance with the Rushcliffe scale. Apply in writing to the Matron. (2052P)

TOO LATE FOR CLASSIFICATION

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

GROSVENOR SANATORIUM, ASHFORD, KENT

Night Sister (S.R.N.) required. Sanatorium experience preferred. Uniform provided. Rushcliffe scale of salaries adopted. Apply to Matron. (2063P)

DEWSBURY AND DISTRICT GENERAL INFIRMARY, DEWSBURY

(100 Beds, plus 80 E.M.S. Beds)

Assistant Theatre Sister required. Must have Theatre experience and preferably at least Part I Certificate of the C.M.B. Salary and conditions according to the Rushcliffe Report. F.S.S. in force. Apply, stating age and experience, together with names forreference, to the Matron. (2067P)

DEWSBURY AND DISTRICT GENERAL INFIRMARY, DEWSBURY

Holiday Sister required to relieve Administrative Sisters for four months from June onwards. Must have Ward Sister's experience and preferably a Housekeeping Certificate or administrative experience. Rushcliffe scale of salaries. Apply, with particulars, to the Matron. (2080P)

ESSEX COUNTY HOSPITAL, COLCHESTER

(269 Beds)

Assistant Sister Tutor and **Assistant Nurse Sister** (combined post) required. Rushcliffe salary scale and F.S.S. in force. Apply to the Matron. (2060P)

Post-war planning!

All the talk of a different this and a better that—babies must find the conversation boring! Airplanes landing on your own roof, indeed? Why the stork has done that for ages!

When you are all that young, you don't plan for next year, what matters is *now*. "I'm not comfy," or "I sort of tickle there, and I need a bit more Johnson's." Simple demands—but they matter.

And when you grow out of being a baby, some of the simple things get half forgotten. But fussiness in personal hygiene is one thing you should never grow out of, or careless about. The famous name which guides you in choosing baby's powder helps you a lot there, for Johnson & Johnson make many of the things you use yourself, your toothbrush, bandages, lints and waddings—all these are made in Johnson's countryside factory with surgically strict standards. Doctors and nurses trust Johnson's products implicitly.

Johnson & Johnson

the name that means EVERYTHING *in hygiene*

Makers of: Tek Toothbrushes, Modess, Elastikon Band Aid, Adhesive Plaster, Surgical Dressings, First-Aid Kits, Dental Floss, Baby Cream and Baby Soap, and the famous Baby Powder.

After your 'rounds' make straight for BOVRIL

An unusual plea for professional help

May we beg the active co-operation of nurses in an unusual emergency?

The supply position in regard to our *bottles* may truly be described as grave. For days together we just cannot despatch Ribena Blackcurrant Syrup because we have no bottles to put it in.

Our nursing friends can help by asking every consumer of Ribena Blackcurrant Syrup to return the empty bottles to a chemist (who allows 1d. per bottle). The matter is really MOST URGENT.

H. W. CARTER & CO., LTD., THE OLD REFINERY, BRISTOL, 2.

THE EFFECT OF WAR ON HUMAN METABOLISM

Apathy and Loss of Appetite due to lowered "Living Rate"

EVERY doctor in general practice has sometimes to treat a patient who says: "It's nothing definite, doctor. I think I must be run-down."

And indeed the diagnosis is correct enough. For it is usually found that what the patient is actually suffering from is depressed metabolism.

The processes in the body that sustain life — the break-down of food; the resultant creation of warmth and energy; and the building-up of fresh material for the tissues — these processes have slowed down. The metabolic rate (really the "*living rate*") is lowered.

This slowing down of the metabolic rate occurs after illness, prolonged strain or shock.

But it is the food we eat that sets our metabolic machinery in motion. And, unfortunately, one of the symptoms of depressed metabolism is a complete loss of appetite. The problem is to break this vicious circle.

CLINICAL TESTS

In view of the importance of this problem under present conditions, a famous research institution has made a specific clinical study of it since the war.

Normal men and women were selected and their basal metabolism established. Then various accepted preparations for raising the metabolic rate were administered.

Over and over again, one well-known aid to convalescence achieved the best results. It was Brand's Essence. The graphs showed that, on taking half a bottle of Brand's Essence, the subject's rate of metabolism rose quickly and was sustained longer than when other meat preparations, savoury meat extracts, home-made broths, etc., were taken.

This was a scientific confirmation of something doctors repeatedly experience: that the "turning-point" in an illness occurs when Brand's Essence is administered. If you have a patient making a difficult recovery from an illness, you will be well advised to order Brand's Essence. A few spoonfuls will immediately increase the metabolic rate. Appetite will return, and presently the patient will have a new zest, new energy, a feeling of being gloriously alive again.

The limited supplies of Brand's Essence are being distributed on a strictly fair basis.

NORVIC SHOES

No time for rest . . . feet at work all the time. Norvic shoes make for foot comfort throughout the heaviest day. Soundly built they will give fair service and retain their smart appearance throughout their long life.

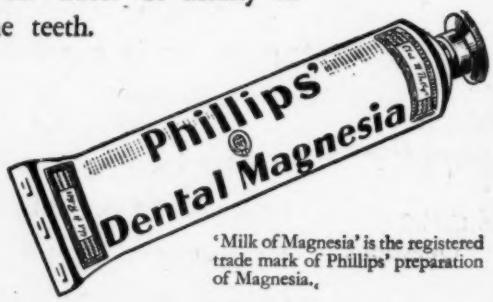
THE NORVIC SHOE CO., LTD., NORWICH & NORTHAMPTON

MORNING SICKNESS *and* DENTAL DECAY

In the study of the etiology of dental decay, it has been proved that acidity in the mouth has a pathogenic action on the teeth. During pregnancy, therefore, and especially in cases where the vomiting of morning sickness is persistent, the patient should be advised to use only Phillips' Dental Magnesia. This dentifrice contains a high percentage of 'Milk of Magnesia', and because of its antacid properties it instantly neutralises all traces of acidity in the mouth and thus preserves the teeth.

Get Phillips' Dental Magnesia for your patient to-day. 1/1d. and 1/10½d. per tube.

Of all Chemists and Stores.



'Milk of Magnesia' is the registered trade mark of Phillips' preparation of Magnesia.

Nursing Times Editorial and Publishing Offices: MACMILLAN & Co., Ltd., ST. MARTIN'S STREET, LONDON, W.C.2. Telegrams: Publish, Lesquare, London. Telephone: WHItehall 8831. Subscription rates (post free to any part of the world) are:—Twelve months, 19s. 6d. Six months, 9s. 9d. Three months, 4s. 11d. Special rate for College members:—12 months, 13s. 6 months, 6s. 6d.; 3 months, 3s. 3d. Single copies 4½d. each, post free. Self-binder to hold 26 issues, 6s. 9d., post free
Printed in Great Britain by E. T. HERON & Co. Ltd. at Tottenham Street London, W.1 March 24, 1945

ES
c shoes
Soundly
earance
AMPTON